

Regional Review

Quarterly labor market information across New Mexico

STEM

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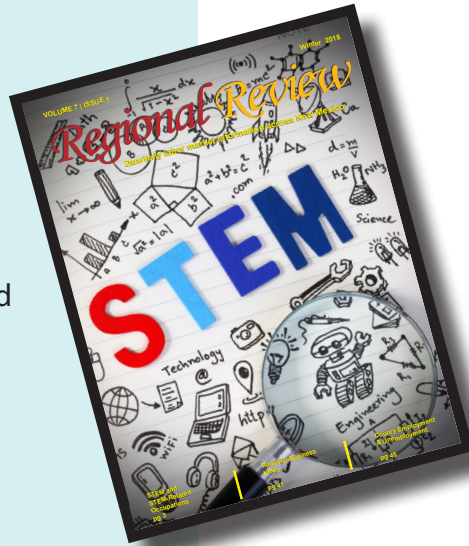
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The New Mexico Department of Workforce Solutions Economic Research & Analysis Bureau (ER&A) collects, develops, analyzes, and publishes labor market information for New Mexico. The Bureau produces statistical and analytical information about trends in industry employment, skill needs, unemployment, occupations in demand, and a range of labor market information used by employers, educators, workers, students, economic developers and policy makers. Information produced by ER&A is vital to identifying and promoting the workforce skills required to drive innovation and keep New Mexico businesses competitive.

The *Regional Review*, covering the four Workforce Investment Areas (WIAs), including Central, Eastern, Southwestern, and Northern, is a publication highlighting employment data, labor market information, and business news.

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Regional Review

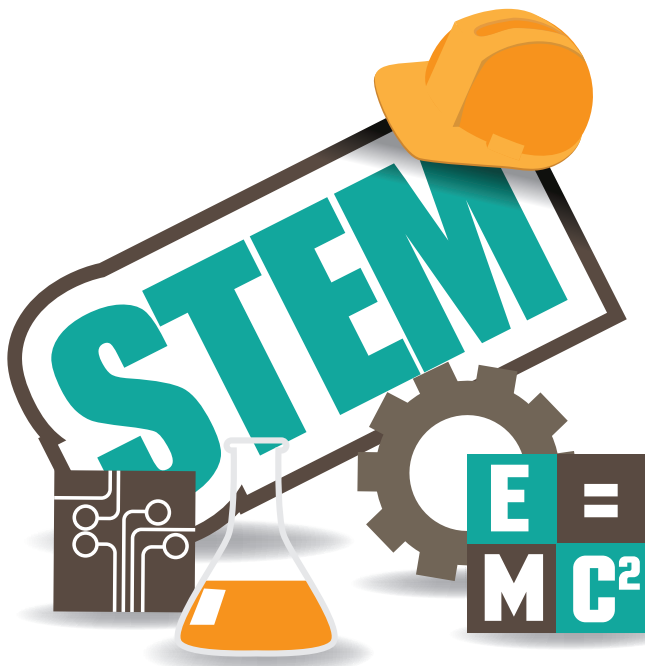
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STEM and STEM-Related Occupations

What is STEM?

STEM stands for science, technology, engineering, and mathematics. According to a 2011 Department of Commerce, Economics and Statistics Administration briefing (ESA Issue brief #03-11, http://www.esa.doc.gov/sites/default/files/stemfinaljuly14_1.pdf), workers in STEM occupations are foundational to the future of the economy because they “drive our nation’s innovation and competitiveness by generating new ideas, new companies, and new industries.” The briefing also goes on to say that STEM workers are far less likely to experience joblessness than their non-STEM counterparts. On the other hand, it states that more than two-thirds of STEM workers have at least a college degree, compared to less than one-third of non-STEM workers. However, with this investment in a STEM or STEM-related degree comes better job growth and higher wages. STEM degree holders enjoy higher earnings, regardless of whether they work in STEM or non-STEM occupations.

This article uses a definition of STEM recommended by the Standard Occupational Classification (SOC) Policy Committee, in which STEM occupations are divided into two domains (i.e., subject-related categories): (1) life and physical science, engineering, mathematics, and information technology (LPEMIT) and (2) social science. STEM-related occupations are also divided into two domains: (3) architecture and (4) health. The definition also allocates one of the following task-related category types to each STEM or STEM-related occupation: (A) research, development, design, or practitioner, (B) technologist or technician, (C) postsecondary teachers, (D) managerial, and (E) sales. For brevity, the research, development, design, and practitioner type will be referred to as “practitioner level” and the technologist or technician type will be referred to as “technician level.” (See Exhibit 1.)



1 STEM Definitions

STEM Domains	1 = Life and Physical Science, Engineering, Mathematics, and Information Technology (LPEMIT)
	2 = Social Science
STEM-Related Domains	3 = Architecture
	4 = Health
Joint Domain (STEM)	1,2 = Life and Physical Science, Engineering, Mathematics, and Information Technology (LPEMIT) and Social Science
Joint Domain (STEM and STEM-Related)	1,3 = Life and Physical Science, Engineering, Mathematics, and Information Technology (LPEMIT) and Architecture
Occupational Type	A = Research, Development, Design, or Practitioner (Practitioner level)
	B = Technologist or Technician (Technician level)
	C = Postsecondary Teachers
	D = Managerial
	E = Sales

SOURCE: Standard Occupational Classification Policy Committee recommendation to the Office of Management and Budget. (https://www.bls.gov/soc/Attachment_A_STEM.pdf)

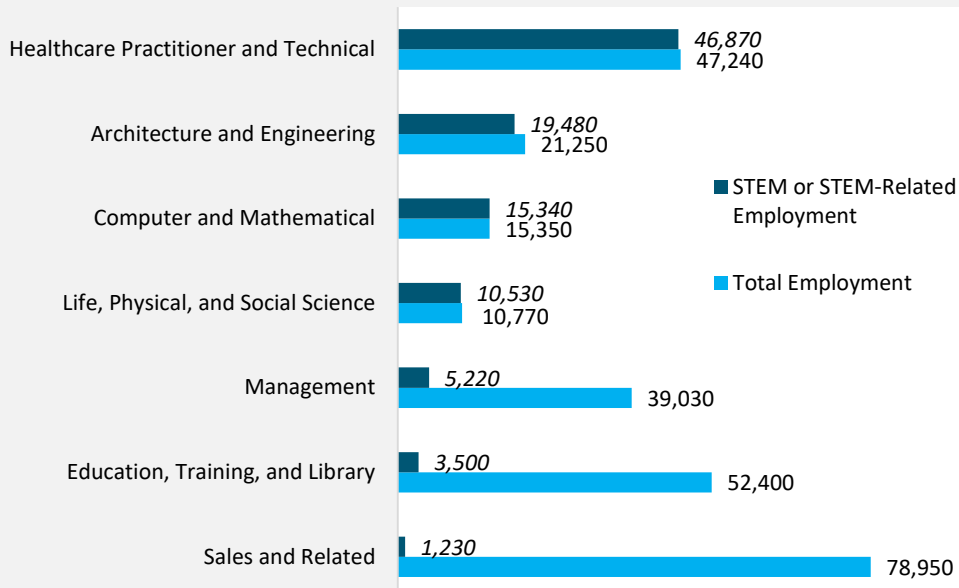
STEM and STEM-Related Employment and Wages, 2016

STEM or STEM-related occupations are found in seven major occupational groups in New Mexico, as seen in Exhibit 2. In 2016, computer and mathematical STEM occupations amounted to 15,340 jobs, or 99.9 percent of all jobs in that occupational group. In life, physical, and social science, STEM occupations made up 10,530 jobs, or 97.8 percent of total employment in that group. Architecture and engineering STEM or STEM-related occupations amounted to 19,480 jobs, or 91.7 percent of total employment in that

occupational group. STEM-related occupations made up 99.2 percent of healthcare practitioner and technical worker employment. In the remaining groups, STEM employment made up much less of the overall share. In management, STEM or STEM-related employment made up 5,220 jobs, or 13.4 percent of total employment in that group. The 3,500 STEM or STEM-related jobs in education, training, and library represented 6.7 percent of the total, while the 1,230 sales and related STEM or STEM-related jobs made up only 1.6 percent of all sales employment. Please note that occupations in a particular STEM or STEM-related domain may be distributed among several standard occupational groups, and vice versa.

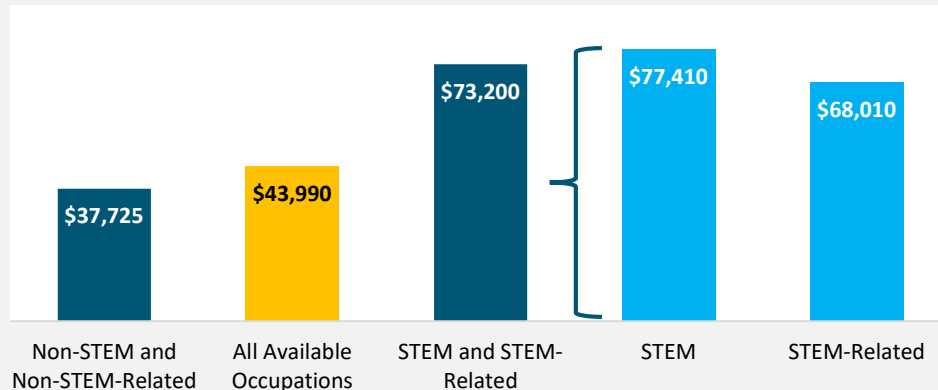
As seen in Exhibit 3, STEM or STEM-related workers earn higher wages than the average worker across all occupations with available wage data and much higher wages than the average worker in non-STEM and non-STEM-related occupations. The 2016 median wage for all occupations with available wage data was \$43,990. The median wage was \$77,410 for STEM occupations and \$68,010 for STEM-related occupations. The median wage

2 Major Occupational Groups Containing STEM or STEM-Related Occupations, 2016



NOTE: Employment figures for several occupations were confidential and not included in these calculations.

3 Median Wages, 2016



NOTE: Wage data for several occupations were confidential and not included in these calculations. For the all occupation median wage, see www.jobs.state.nm.us/analyzer.

for STEM occupations was more than double that of the median wage of \$37,725 for non-STEM and non-STEM-related occupations.

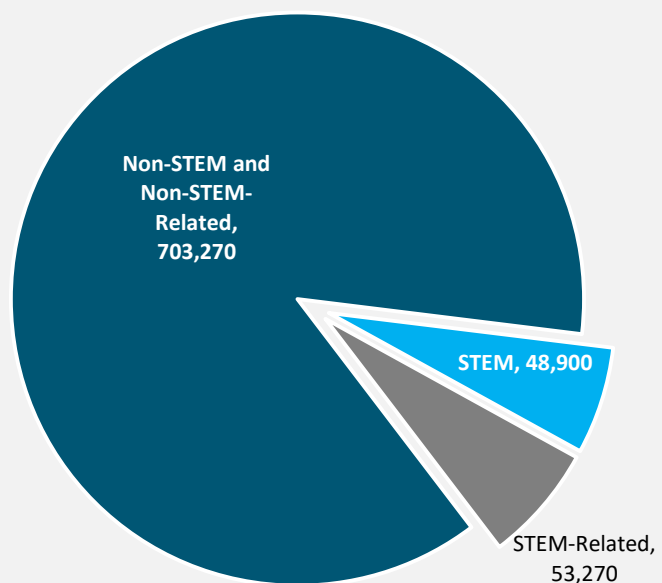
In 2016, there were 805,440 jobs in New Mexico. Of these, as shown in Exhibit 4, 102,170, or about one job out of eight, were STEM or STEM-related. Of these, 48,900 (47.9 percent) were STEM, of which 45,880 were in LPEMIT, 2,570 were in social science, and 450 were in a joint domain composed of LPEMIT and social science components. Of the remaining 53,270 STEM-related jobs, 50,340 were in health, 520 were in architecture, and 2,410 were in a joint STEM and STEM-related category since they had both LPEMIT (STEM) and architecture (STEM-related) components.

Exhibit 5 shows employment by occupational type in the two domains with the most employment, LPEMIT (STEM) and health (STEM-related). Exhibit 6 shows employment by occupational type in the two domains with the least employment, social science (STEM) and architecture (STEM-related). Exhibit 6 also includes

two joint domains composed of occupations that occupy more than one subject-related domain.

Within the LPEMIT domain, the majority of employment—amounting to 28,620 jobs—was in practitioner-level occupations. (See Exhibit 1 for definitions of domains and occupational

4 STEM and Non-STEM Employment, 2016

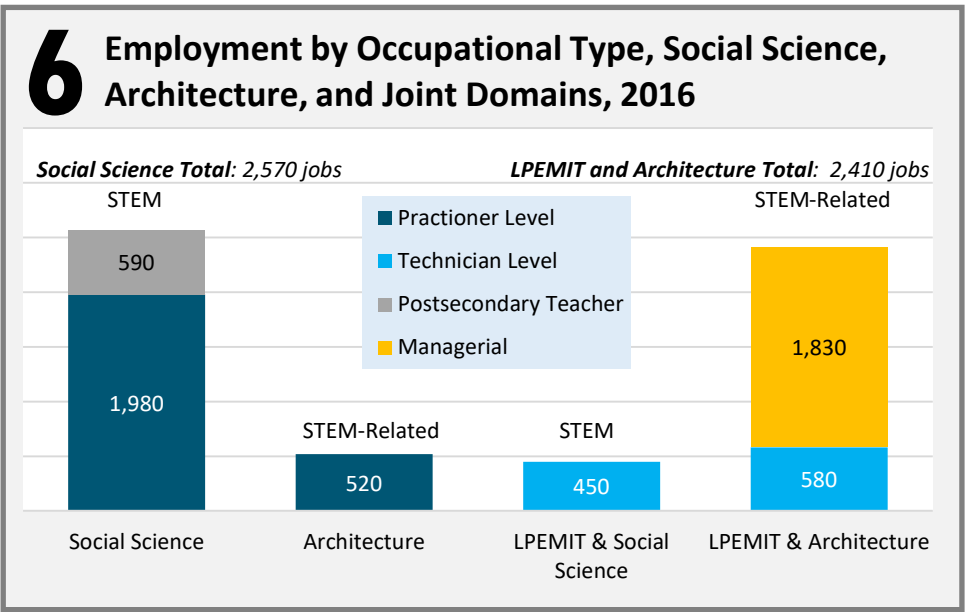
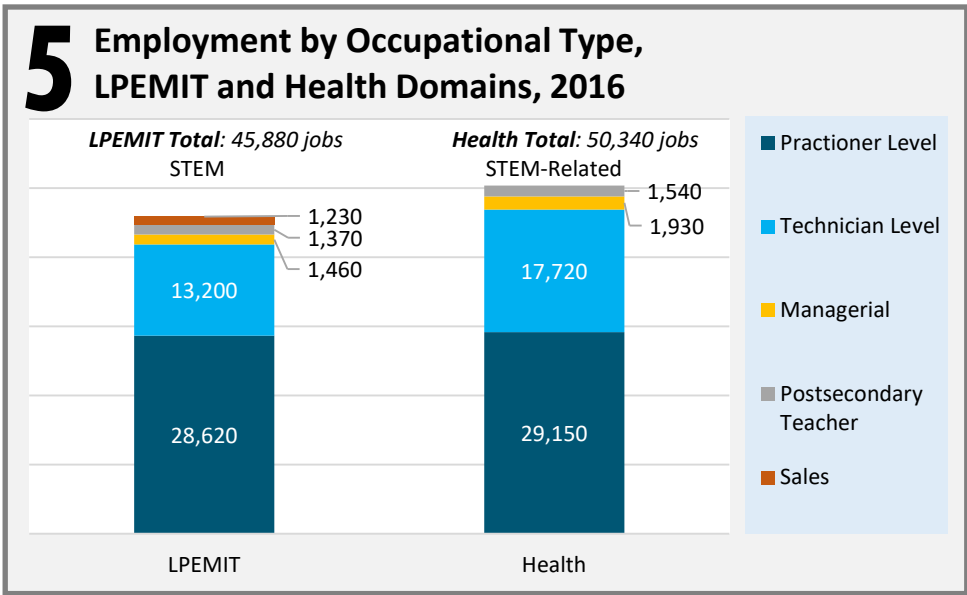


NOTE: Employment from the STEM and STEM-related joint domain has been grouped with STEM-related employment. See text for details.

types.) Similarly, practitioner-level occupations dominated the health domain (amounting to 29,150 STEM-related jobs). The technician-level occupational type made up 13,200 STEM jobs within the LPEMIT domain and 17,720 STEM-related jobs in the health domain. Each of these two domains was also composed of a smaller amount of jobs in managerial occupations and postsecondary teaching occupations. The LPEMIT domain also included 1,230 STEM sales occupations.

Practitioner-level occupations made up most of the jobs in the social science domain and all of the jobs in architecture (though all occupations in the joint

domain of LPEMIT and architecture were either technician-level or managerial occupational types). There was a higher percentage of postsecondary teachers in social science than any other domain (590 jobs, or 23.0 percent of all social science STEM jobs), though there were numerically more in LPEMIT (1,370 jobs) and health (1,540 jobs). In the following sections, those occupations under the joint LPEMIT and social science domain are analyzed under social science and those under the joint LPEMIT and architecture domain are analyzed under architecture.

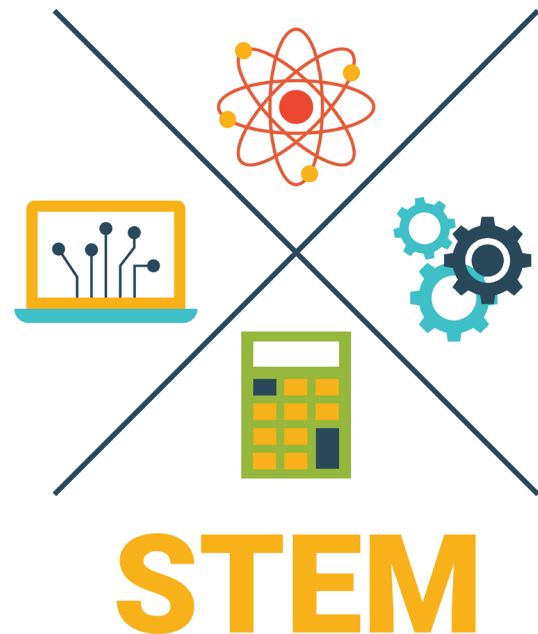


STEM and STEM-Related Occupational Employment Projections, 2014–2024

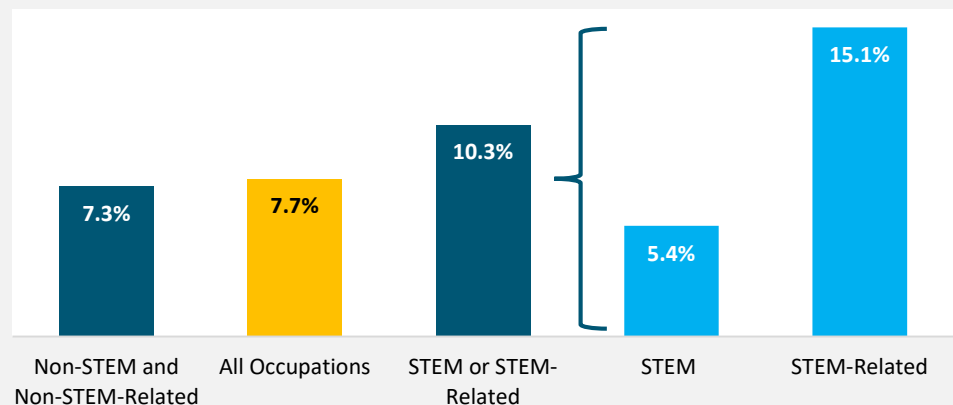


Occupational projections are used to make employment decisions, explore future career opportunities, and develop training programs. Exhibit 7 shows that employment in STEM or STEM-related occupations is projected to grow by 10.3 percent in New Mexico from 2014 to 2024, compared to 7.3 percent for employment in non-STEM and non-STEM-related occupations and 7.7 percent for the all-occupation average. While STEM occupations alone are projected to grow by only 5.4 percent, STEM-related occupations are projected to grow by 15.1 percent, which bolsters the combined STEM or STEM-related category.

The following section discusses STEM or STEM-related occupations by domain, which is helpful when job seekers want to compare employment opportunities among similar occupations. It also allows for a separate analysis of STEM occupations and STEM-related occupations.



7 Projected Employment Growth, 2014–2024



NOTE: STEM-related includes occupations in the STEM and STEM-related joint domain.

STEM Occupations: 1. LPEMIT Domain



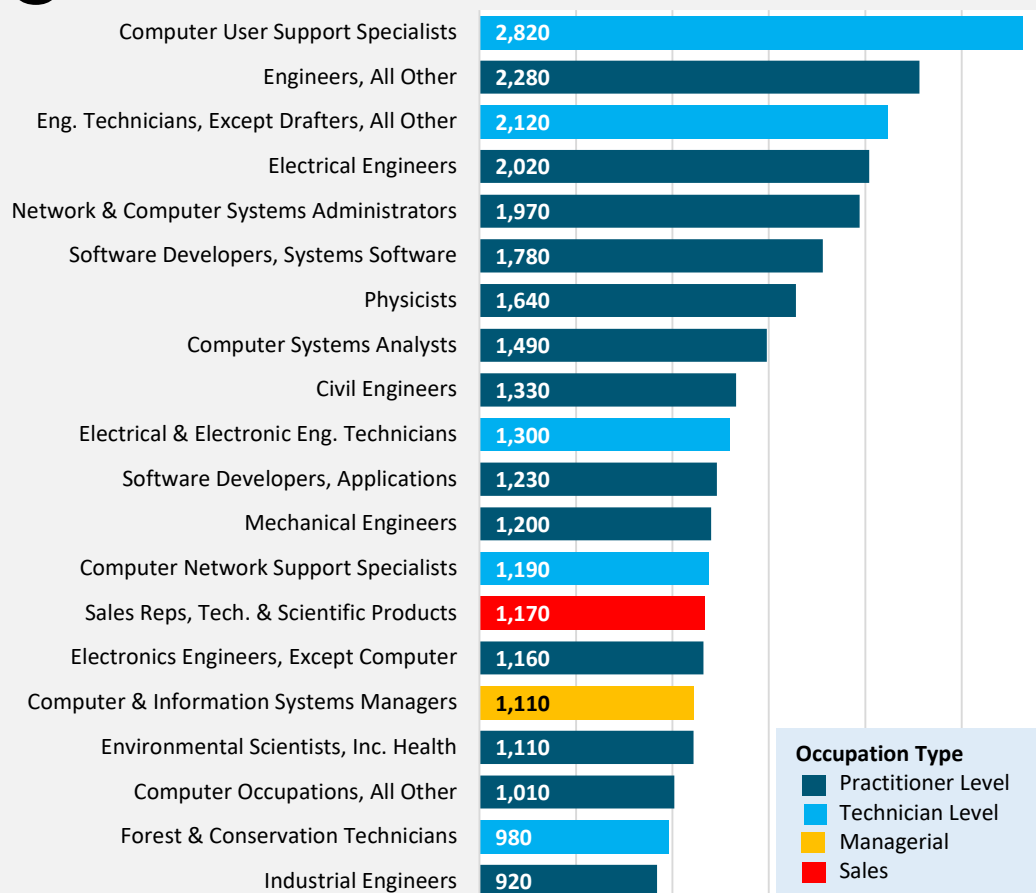
Employment

Exhibit 8 shows the 20 LPEMIT occupations with the most employment as of 2016. The occupation with the most employment was computer user support specialists, with 2,820 jobs. The occupation was one of five technician-level occupations on the list. There was also one managerial occupation—computer and information systems managers—with 1,110 jobs, and one sales occupation—sales representatives, wholesale and manufacturing of technical and scientific products—with 1,170 jobs. The rest of the top 20 occupations were practitioner level.

Eight of the top 20 occupations were related to computing and information technology. The largest of these included network and computer systems administrators (1,970 jobs), software

developers, systems software (1,780 jobs), and computer systems analysts (1,490 jobs). Eight of the occupations were engineering related, with the largest of these being all other engineers (2,280 jobs). Other top LPEMIT occupations included software developers, applications (1,230 jobs), mechanical engineers (1,200 jobs), and computer

8 LPEMIT STEM Occupations With the Most Employment, 2016



NOTE: The full occupation title for the abbreviated title "Sales Reps, Tech. & Scientific Products" is "Sales Representatives, Wholesale and Manufacturing of Technical and Scientific Products."

OCCUPATION SPOTLIGHT



COMPUTER SUPPORT SPECIALIST

Computer support specialists provide help and advice to people and organizations using computer software or equipment. Some, called computer network support specialists, support information technology (IT) employees within their organization. Others, called computer user support specialists, assist non-IT users who are having computer problems.

WORK ENVIRONMENT

Most computer support specialists have full-time work schedules; however, many do not work typical 9-to-5 jobs. Because computer support is important for businesses, many support specialists must be available 24 hours a day. As a result, many support specialists must work nights or weekends.

network support specialists (1,190 jobs). Exhibit 8 also includes two environment and conservation occupations: environmental scientists and specialists, including health (1,110 jobs) and forest and conservation technicians (980 jobs).

Regional Differences

In the four workforce regions, the ranking of occupations with the most employment was similar in many cases to the statewide ranking. Certain information technology (IT) occupations (for example, computer user support specialists and network computer systems administrators) were relatively consistent with the statewide rankings.

Some occupations, including mechanical engineers and sales representatives, wholesale and manufacturing of technical and scientific products, were in the 20 occupations with the most employment in the Central Region, but fell outside of the top 20 in the statewide ranking. On the other hand, certain occupations that ranked high in numeric growth statewide (including all other engineering technicians, except drafters; electrical engineers; electrical and electronic engineering technicians; architectural and engineering managers; software developers, system software; and computer systems analysts) fell outside the top 20 ranks in all regions except the Central Region.

In the Eastern, Northern, and Southwestern Regions, forest and conservation technicians was in the top 20 occupations ranked by employment, though this was not the case in the state or Central Region. Perhaps this indicates a higher prevalence of these occupations in more rural areas. The high frequency of certain occupations sometimes suggested the influence of a related industry specialism in certain regions. For example, the top 20 ranking for surveying and mapping technicians in the Northern and Eastern Regions, and petroleum engineers in the Eastern Region, may indicate a heightened need for these occupations in the San Juan (Northern Region) and Permian (Eastern Region) basins.

Los Alamos: a special case

As Exhibit 9 illustrates, Los Alamos County is something of a special case in the discussion of LPEMIT STEM and STEM-related occupations. With the Los Alamos National Laboratory (LANL) located at its heart, it is not very surprising that there is a high concentration of LPEMIT STEM occupations in this county. For example, there were 1,280 physicists jobs in Los Alamos County, which represented 78.0 percent of all physicists jobs in New Mexico (1,640). Similarly, the county's number of nuclear engineers (530), represented 64.6 percent of all nuclear engineers jobs in the state (820). This accounted for the large number of physicists jobs in the Northern Region, in which Los Alamos County is located. There are other

9 STEM and STEM-Related Occupations with the Most Employment, Los Alamos County, 2016

	Los Alamos Employment	New Mexico Employment	Los Alamos, % of New Mexico Employment
Physicists	1,280	1,640	78.0%
Engineering Technicians, Except Drafters, All Other	660	2,120	31.1%
Nuclear Engineers	530	820	64.6%
Engineers, All Other	400	2,280	17.5%
Environmental Scientists & Specialists, Including Health	360	1,110	32.4%
Computer & Information Research Scientists	300	890	33.7%
Network & Computer Systems Administrators	250	1,970	12.7%
Information Security Analysts	200	670	29.9%
Architectural & Engineering Managers	180	1,830	9.8%
Computer Network Support Specialists	160	1,190	13.4%
Computer & Information Systems Managers	120	1,110	10.8%
Occupational Health & Safety Specialists	120	870	13.8%
Civil Engineers	110	1,330	8.3%
Mechanical Drafters	100	190	52.6%

OCCUPATION SPOTLIGHT



NUCLEAR ENGINEER

Nuclear engineers research and develop the processes, instruments, and systems used to derive benefits from nuclear energy and radiation. Many of these engineers find industrial and medical uses for radioactive materials – for example, in equipment used in medical diagnosis and treatment.

WORK ENVIRONMENT

Nuclear engineers typically work in offices; however, their work settings varies with the industry in which they are employed. Most nuclear engineers work full time.

organizations with high concentrations of STEM workers in New Mexico, including Sandia National Laboratories in Bernalillo County, which is part of the Central Region. However, because of the diverse employment in Bernalillo County, it's difficult to definitively trace the STEM concentration in the Central Region back to a single establishment.

Projected Employment Growth

LPEMIT Practitioner Level

Exhibit 10 lists the ten LPEMIT practitioner occupations with the largest projected numeric employment growth from 2014 to 2024. Within the LPEMIT domain, the practitioner-level occupation

OCCUPATION SPOTLIGHT



ENVIRONMENTAL ENGINEER

Environmental engineers use the principles of engineering, soil science, biology, and chemistry to develop solutions to environmental problems. They are involved in efforts to improve recycling, waste disposal, public health, and water and air pollution control.

WORK ENVIRONMENT

Environmental engineers work in a variety of settings because of the nature of the tasks they do. When they are working with other engineers and urban and regional planners, environmental engineers are likely to be in offices. When they are carrying out solutions through construction projects, they are likely to be at construction sites.

with the largest projected numeric growth is all other engineers. There are projected to be 280 more engineer jobs between 2014 and 2024. The occupation had 3,390 jobs in 2014, making it the largest STEM occupation that year. Nevertheless, its projected growth rate of 8.4 percent is lower than the combined STEM or STEM-related projected growth rate of 10.3 percent.

The LPEMIT practitioner occupation with the next-largest projected numerical growth is computer systems analysts. There were 1,120 computer systems analysts in the state in 2014 and this is projected to grow by 16.7 percent, resulting in an additional 190 jobs. Of the ten LPEMIT practitioner occupations that are projected to add the most jobs over the decade, six are IT-related occupations.

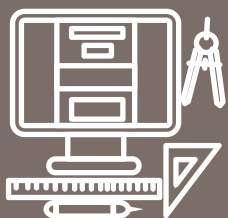
Some of the IT-related occupations with the largest growth include software developers, applications (160 jobs), network and computer systems administrators (120 jobs), and software developers, systems software (110 jobs).

Two of the top ten growing LPEMIT practitioner occupations are related to the environment. Environmental scientists and specialists, including health, is projected to add 90 jobs between 2014 and 2024. The other environment-related job is environmental engineers, which is projected to add an additional 80 jobs. Of the ten LPEMIT practitioner occupations with the largest projected numeric employment growth, the one with the largest projected percentage growth is operations research analysts (120 jobs, or 29.5 percent).

10	LPEMIT Practitioner Occupations With the Most Projected Numeric Employment Growth	Employment		Change		2016 Median Annual Wages	Education and Training Required		
							Typical	Relevant	
		2014	2024	Number	Percent	Entry-Level Education	Work Experience	Typical Training	
	Engineers, All Other	3,390	3,670	280	8.4%	\$105,560	Bachelor's	None	None
	Computer Systems Analysts	1,120	1,310	190	16.7%	\$72,310	Bachelor's	None	None
	Software Developers, Applications	1,330	1,490	160	12.2%	\$80,920	Bachelor's	None	None
	Network & Computer Systems Admin.	1,760	1,880	120	6.9%	\$72,750	Bachelor's	None	None
	Operations Research Analysts	390	510	120	29.5%	\$85,750	Bachelor's	None	None
	Software Developers, Systems Software	1,670	1,780	110	6.5%	\$98,980	Bachelor's	None	None
	Web Developers	400	500	100	23.1%	\$54,960	Associate's	None	None
	Information Security Analysts	580	670	90	16.0%	\$99,810	Bachelor's	< 5 years	None
	Env. Scientists & Specialists, Incl. Health	1,040	1,130	90	7.8%	\$71,440	Bachelor's	None	None
	Env. Engineers	620	700	80	12.8%	\$107,730	Bachelor's	None	None
NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers									

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

OCCUPATION SPOTLIGHT



WEB DEVELOPER

Web developers design and create websites. They are responsible for the look of the site. They are also responsible for the site's technical aspects, such as its performance and capacity, which are measures of a website's speed and how much traffic the site can handle. In addition, web developers may create content for the site.

WORK ENVIRONMENT

About one in seven of web developers were self-employed in 2014. Non-self-employed developers work primarily in the computer systems design and related services industry.

Education, Training, and Wages

Almost all of these LPEMIT practitioner occupations require a bachelor's degree. Web developers are, typically, only required to have an associate's degree, though wages for this occupation (\$54,960) are the lowest of the ten occupations with the most growth. The only occupation in which work experience is typically required is information security analysts. (At the end of this article is an appendix which describes in detail all the categories related to education, work experience, and on-the-job training.) The highest paid of the ten occupations with the most growth are the two engineering occupations, environmental engineers (\$107,730) and all other engineers (\$105,560).

There are several other LPEMIT practitioner occupations not listed in Exhibit 10 that are notable for other reasons. Other occupations with large percentage growth (over ten percent) and moderate numeric growth (20 or more jobs) are statisticians (33.8 percent, 20 jobs), biomedical engineers (17.3 percent, 20 jobs), conservation scientists (12.2 percent, 30 jobs), and all other biological scientists (10.9 percent, numeric growth is confidential). Other LPEMIT practitioner occupations with high wages, regardless of growth, are nuclear engineers (\$167,350), physicists (\$131,110), all other physical scientists (\$122,080), chemical engineers (\$115,230), astronomers (\$112,180), petroleum engineers (\$108,800), environmental engineers (\$107,730), materials

engineers (\$106,250), mechanical engineers (\$104,470), and electronics engineers, excluding computer (\$101,300).

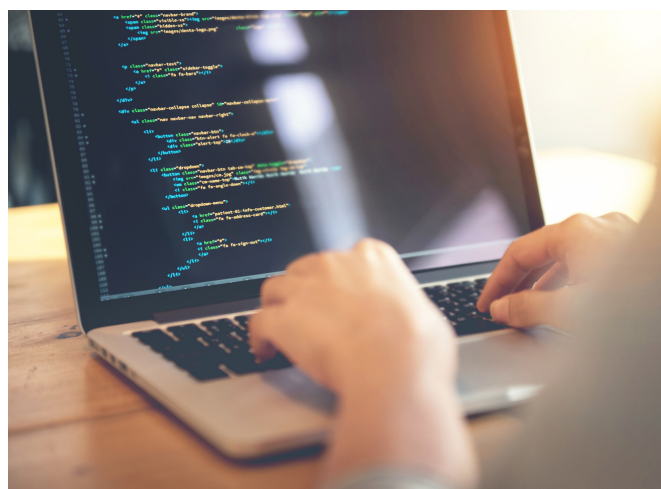
Regional Differences

The LPEMIT practitioner occupations with the largest projected numeric growth in regional areas are quite consistent with those of the state. Nevertheless, there are some differences worthy of note.

- **Central Region:** The region was generally consistent with the statewide ranking. The biggest differences were the additions of mechanical engineers (projected growth of 50 jobs, or 6.5 percent) and all other computer occupations (projected growth of 30 jobs, or 5.2 percent) to the top ten occupations with the most growth in the region. Occupations that were in the statewide ranking but dropped out of the Central Region top ten rank were both environmental occupations: environmental scientists and specialists, including health, and environmental engineers. In this region, all other engineers is projected to show the most growth (8.5 percent, numeric growth is confidential.) This occupation also had the highest wage (\$110,320) among the occupations with the most growth. Of the top-growing occupations, information security analysts (\$104,230) and software developers,

applications (\$82,160) also had higher wages in the Central Region than the state.

- **Eastern Region:** In this region, web developers (projected growth of ten jobs, or 36.8 percent) and environmental engineers (projected growth of ten jobs, or 13.8 percent) are expected to add the most LPEMIT practitioner jobs. Other occupations that made the top ten in terms of projected numeric growth in the Eastern Region but not the state included civil engineers (projected growth of ten jobs, or 7.5 percent), conservation scientists (projected growth of 7.9 percent, numeric growth is confidential), health and safety engineers, excluding mining safety engineers and inspectors (projected growth of ten jobs, or 6.9 percent), and environmental scientists and specialists, including health (projected growth of ten jobs, or 5.4 percent). Of these, the occupation with the highest wage was civil engineers (\$97,170).
- **Northern Region:** In this region, physicists (projected growth of 8.5 percent, numerical growth is confidential) and all other biological scientists (projected growth 21.1 percent, numerical growth is confidential) ranked within the ten occupations with the most growth. As well as these occupations, percentage growth in all other engineers (9.7 percent), environmental engineers (13.5 percent), and software developers, system software (18.4 percent) is expected to be higher in the Northern Region than across the state. Of the occupations with the most



growth in the region, those with the highest wages were physicists, with a median wage of \$132,610, and environmental engineers, with a median wage of \$130,590. As noted earlier, there is a large concentration of LPEMIT practitioner workers in Los Alamos County

- **Southwestern Region:** Conservation scientists and database administrators made the top ten occupations ranking in the region but not statewide. The fastest-growing occupation is expected to be operations research analysts (projected growth of 27.4 percent, numeric growth is confidential). The projected growth rate of web developers (26.2 percent) in the Southwestern Region is also faster than its growth rate in the state. Of the high-growth occupations in the region, those with the highest wages were software developers, systems software (\$103,480) and operations research analysts (\$95,140).

OCCUPATION SPOTLIGHT

SOFTWARE DEVELOPER

Software developers are the creative minds behind computer programs. Some develop the applications that allow people to do specific tasks on a computer or another device. Others develop the underlying systems that run the devices or that control networks.

WORK ENVIRONMENT

Many software developers work for firms that deal in computer systems design and related services or for software publishers.



LPEMIT Technician Level

11 LPEMIT Technician Occupations With the Most Projected Numeric Employment Growth	Employment		Change		2016 Median Annual Wages	Education and Training Required		
	2014	2024	Number	Percent		Typical Entry-Level Education	Relevant Work Experience	Typical Training
Cartographers & Photogrammetrists	150	190	40	22.5%	\$61,700	Bachelor's	None	None
Forensic Science Techs	80	90	10	21.3%	\$50,880	Bachelor's	None	Mod.-OTJ
Agricultural & Food Science Techs	290	310	20	9.4%	\$51,330	Associate's	None	Mod.-OTJ
Computer User Support Specialists	2,960	3,220	260	8.9%	\$44,490	Some college	None	None
Env. Engineering Techs	300	320	20	6.1%	\$57,580	Associate's	None	None
Electrical & Electronics Drafters	200	220	20	5.9%	\$50,880	Associate's	None	None
Computer Network Support Specialists	1,120	1,180	60	5.9%	\$56,530	Associate's	None	None
Electrical & Electronics Engineering Techs	1,440	1,470	30	2.1%	\$63,660	Associate's	None	None
Forest & Conservation Techs	860	870	10	2.0%	\$36,340	Associate's	None	None
Engineering Techs, Ex. Drafters, All Other	***	***	***	1.4%	\$58,150	Associate's	None	None

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

Exhibit 11 shows that the two technician-level LPEMIT occupations with the largest projected numeric growth both specialize in computer support. Computer user support specialists are projected to increase by 260 jobs between 2014 and 2024. The occupation had 2,960 jobs in 2014, with a projected growth rate of 8.9 percent (which is lower than the STEM or STEM-related occupation projected growth rate of 10.3 percent). There were 1,120 computer network support specialists in 2014, and employment is projected to grow by 5.9 percent by 2024, resulting in an additional 60 jobs. Following this is cartographers and photogrammetrists, which had 150 jobs in 2014 but also has the largest projected percentage growth (22.5 percent) of all LPEMIT technician-level occupations. This translates to an additional

40 jobs by 2024, placing the occupation third in terms of projected numeric growth. Another fast-growing occupation is forensic science technicians, expected to grow by 21.3 percent, or ten jobs, bringing employment to 90 jobs by 2024. Of the remaining LPEMIT technician-level occupations that are projected to add the most jobs over the decade, three are engineering-related occupations. These are electrical and electronics engineering technicians (projected growth of 30 jobs, or 2.1 percent), all other engineering technicians, excluding drafters (projected growth of 1.4 percent, numeric growth is confidential) and environmental engineering technicians (projected growth of 20 jobs, or 6.1 percent). These were also some of the best-paid LPEMIT technician jobs, as can be seen in the next section.

OCCUPATION SPOTLIGHT



CARTOGRAPHER AND PHOTOGRAMMETRIST

Cartographers and photogrammetrists collect, measure, and interpret geographic information in order to create and update maps and charts for regional planning, education, emergency response, and other purposes.

WORK ENVIRONMENT

Although cartographers and photogrammetrists spend much of their time in offices, certain jobs require extensive travel to locations that are being mapped.

Education, Training, and Wages

OCCUPATION SPOTLIGHT



AGRICULTURAL AND FOOD SCIENCE TECHNICIAN

Agricultural and food science technicians assist agricultural and food scientists by performing duties such as measuring and analyzing the quality of food and agricultural products.

WORK ENVIRONMENT

Agricultural and food science technicians work in laboratories, processing plants, farms and ranches, green houses, and offices.

Most of the LPEMIT technician-level occupations with the largest growth require an associate's degree and neither work experience nor on-the-job training, though there are some exceptions. The minimum education typically needed to become a computer user support specialist is some college, but no degree. On the other hand, cartographers and photogrammetrists and forensic science technicians usually require a bachelor's degree, with the latter also requiring moderate on-the-job training to become proficient. Agricultural and food science technicians also typically need moderate on-the-job training. The highest paid of the LPEMIT technician-level occupations with the most growth are electrical and electronics engineering technicians (\$63,660), cartographers and photogrammetrists (\$61,700), all other engineering technicians, excluding drafters (\$58,150), and

environmental engineering technicians (\$57,580). The only other LPEMIT technician occupations with any growth are biological technicians (less than five jobs, 1.3 percent), civil engineering technicians (less than five, 0.6 percent), and geological and petroleum technicians (less than five jobs, 1.3 percent). Other LPEMIT technician occupations with high wages are computer programmers (\$101,190), nuclear technicians (\$85,890), and electro-mechanical technicians (\$70,190), although employment in these occupations is projected to decline by 2024.

Regional Differences

The regional areas are quite consistent with the state regarding the LPEMIT technician-level occupations with the largest projected job growth. However, there are certain differences worth pointing out.

- **Central Region:** The region differs from the statewide ranking in that chemical technicians (projected growth of 7.1 percent, numeric growth is confidential) make the region's top ten instead of agricultural and food science technicians. Other occupations that are projected to grow faster in the Central Region than in the state include forensic science technicians (21.7 percent), environmental engineering technicians (6.8 percent), all other engineering technicians, excluding drafters (2.6 percent), and forest and conservation technicians (2.4 percent). Of the



occupations with the most growth, the three with the highest median wages in the region also had wages that exceeded the statewide median for the same occupation. These were cartographers and photogrammetrists (\$64,590), electronics engineering technicians (\$61,780), and all other electrical and engineering technicians, excluding drafters (\$60,540).

- **Eastern Region:** The region has several occupations in the top ten for growth that are not in the top ten statewide ranking. These include civil engineering technicians (less than five jobs, 3.3 percent), chemical technicians (less than five jobs, 5.6 percent), aerospace engineering and operations technicians (20.0 percent, numeric growth is confidential), and geological and petroleum technicians (less than five jobs, 5.7 percent). Of the technician-level occupations with the most growth in the region, some of the highest paid were aerospace engineering and operations technicians (\$60,120), all other engineering technicians, excluding drafters (\$57,410), and computer network support specialists (\$55,830), though these wages were lower than the statewide median wage for the same occupations.
- **Northern Region:** The majority of LPEMIT technician jobs added in the region are expected to come from increases in the

numbers of computer user support specialist jobs (projected to grow by 50 jobs, or 7.9 percent) and computer network support specialist jobs (projected to grow by 20 jobs, or 6.6 percent). Civil engineering technicians was in the region's top ten growing technician-level occupations, but not in the state rankings. The occupation is projected to grow by less than five jobs, or 1.1 percent. The fastest-growing occupation is projected to be agricultural and food science technicians (40.0 percent, numeric growth is confidential) and the highest paid of the occupations with the most growth is electrical and electronic engineering technicians, with a median wage of \$75,440.

- **Southwestern Region:** Occupations that are in the top ten for numeric growth in the region but not mentioned in the statewide rankings include biological technicians (1.6 percent, numeric growth is confidential), geological and petroleum technicians (2.1 percent, numeric growth is confidential), and environmental science and protection technicians (5.0 percent, numeric growth is confidential). The fastest-growing occupation is expected to be forensic science technicians (projected to grow by 25.0 percent). The occupation projected to add the most jobs is computer user support specialists (30 jobs), followed by agricultural and food science technicians (20 jobs). Of the technician-level

OCCUPATION SPOTLIGHT



FORENSIC SCIENCE TECHNICIAN

Forensic science technicians aid criminal investigations by collecting and analyzing evidence. Many technicians specialize in either crime scene investigation or laboratory analysis. Most forensic science technicians spend some time writing reports.

WORK ENVIRONMENT

Most laboratory forensic science technicians work full time during standard hours. Crime scene investigators may work extended or unusual hours and travel to crime scenes within their jurisdiction.

LPEMIT occupations with the most growth in the region, the highest paid were electrical and electronic engineering technicians, with a median wage of \$65,320, and computer network support specialists, with a median wage of \$59,050. The wage of each occupation was higher than the median wage for the same occupation across the state.

LPEMIT Postsecondary Teacher

It is interesting to note, as shown in Exhibit 12, that the projected growth rates of LPEMIT postsecondary teaching occupations vary much less than practitioner-level or technician-level occupations in the same domain. This makes sense, since all postsecondary teaching occupations have similar tasks, though they vary by topic. The LPEMIT postsecondary teacher occupation

with the largest projected numeric growth is postsecondary mathematical science teachers. It is projected to grow by 50 jobs between 2014 and 2024. The occupation had 240 jobs in 2014, and that employment is projected to grow by 19.2 percent, nearly double the STEM or STEM-related occupation average projected growth rate of 10.3 percent. Employment of postsecondary teachers specializing in forestry and conservation science is projected to grow slightly faster (20.0 percent), but the numeric growth was confidential.

The LPEMIT postsecondary teacher occupation with the next-largest projected growth is teachers of postsecondary biological science. There were 190 jobs in this occupation in 2014, and employment is projected to grow by 18.7 percent by 2024, resulting in an additional 40 jobs. There were 220 postsecondary engineering teachers in 2014,

OCCUPATION SPOTLIGHT



POSTSECONDARY TEACHER

Postsecondary teachers instruct students in a wide variety of academic and career and technical subjects beyond the high school level. They also conduct research and publish scholarly papers and books.

WORK ENVIRONMENT

Post secondary teachers work in public and private colleges and universities, professional schools, junior or community colleges, and career and technical schools. Outside of class time, their schedules are generally flexible, and they may spend that time in administrative, student advising, and research activities.

12	All LPEMIT Postsecondary Teacher Occupations (by Subject Specialism)	Employment		Change		2016 Median Annual Wages	Education and Training Required		
							Typical Entry-Level Education	Relevant Work Experience	Typical Training
		2014	2024	Number	Percent				
Forestry & Conservation Science		***	***	***	20.0%	\$48,160	Doct. or prof.	None	None
Mathematical Science		240	290	50	19.2%	\$69,140	Doct. or prof.	None	None
Biological Science		190	230	40	18.7%	\$85,690	Doct. or prof.	None	None
Chemistry		120	140	20	18.3%	\$76,290	Doct. or prof.	None	None
Physics		140	160	20	17.8%	\$101,880	Doct. or prof.	None	None
Engineering		220	250	30	15.7%	\$108,410	Doct. or prof.	None	None
Computer Science		240	260	20	11.4%	\$77,640	Doct. or prof.	None	None
Environmental Science		60	70	10	11.1%	\$77,630	Doct. or prof.	None	None
Atmosph., Earth, Marine, & Space Sciences		80	90	10	10.8%	\$84,910	Doct. or prof.	None	None
Agricultural Sciences		***	***	***	8.6%	\$99,910	Doct. or prof.	None	None
NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.									

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

with an expected additional 30 jobs by 2024. Other occupations with double-digit numeric growth and impressive percentage growth are teachers of postsecondary physics (projected growth of 20 jobs, or 17.8 percent) and teachers of postsecondary chemistry (projected growth of 20 jobs, or 18.3 percent).

Education, Training, and Wages

All the LPEMIT postsecondary teacher occupations typically require a doctoral or professional degree and neither work experience nor on-the-job training. The highest-paid LPEMIT postsecondary teachers occupations are teachers of postsecondary engineering (\$108,410) and teachers of postsecondary physics (\$101,880). Other subject specialisms of LPEMIT postsecondary teaching occupations with high wages are agricultural science (\$99,910), biological science (\$85,690), and atmospheric, earth, marine, and space sciences (\$84,910).

Regional Differences

Since there are only ten LPEMIT postsecondary teacher occupations, the main variation between state and region is in the ranking of those occupations.

- **Central Region:** Postsecondary teachers of mathematical science is the LPEMIT postsecondary teacher occupation with the most numeric and percentage growth (20 jobs, or 18.5 percent). Postsecondary teachers of computer science is ranked second, two places higher than in the state rankings, with projected growth of 20 jobs, or 11.5 percent. Postsecondary teachers of physics (projected growth of 16.4 percent, numeric growth is confidential) moved up one rank. Occupations with the highest median wages in the region were postsecondary teachers of engineering (\$117,180), biological science (\$111,280), and physics (\$104,480). There are no available data for postsecondary teachers of agricultural science, forestry and conservation science, or environmental science.



- **Eastern Region:** Postsecondary teachers of mathematical science (projected growth of ten jobs, or 20.0 percent) are expected to top the growth ranking in the region, as they are statewide. Postsecondary teachers of atmospheric, earth, marine, and space sciences are expected to grow the fastest (projected growth of 33.3 percent). Projected growth for postsecondary teachers of biological science (22.2 percent), computer science (10.0 percent), and agricultural science (8.3 percent) is also in the top ten ranking in the region, though numeric growth is confidential for each occupation. For the Eastern Region, there are no available employment data for postsecondary teachers of engineering, forestry and conservation science, or environmental science. The occupation with the highest median wage in the region was postsecondary teachers of engineering (\$101,380), followed by postsecondary teachers of atmospheric, earth, marine, and space sciences (\$81,010).
- **Northern Region:** Postsecondary teachers of mathematical science (projected growth of 20 jobs, or 19.5 percent) and biological science (projected growth of ten jobs, or 18.4 percent) are expected to top the ranking. The fastest-growing occupation is expected to be postsecondary teachers of chemistry (25.0 percent). Other occupations that are projected to add more than one job by 2024 are postsecondary teachers of atmospheric, earth, marine, and space sciences (projected

growth of less than five jobs, or 12.9 percent), computer science (projected growth of 15.8 percent, numeric growth is confidential), and engineering (projected growth of 14.3 percent, numeric growth is confidential). The occupations with the highest median wages in the region were postsecondary teachers of agricultural sciences (\$74,340), followed by postsecondary teachers of atmospheric, earth, marine, and space sciences (\$72,940).

- **Southwestern Region:** Postsecondary teachers of chemistry (projected growth of ten jobs, or 17.9 percent) are expected to move up three places relative to the statewide ranking. Postsecondary teachers of engineering (projected growth of 15.3 percent, numeric growth is confidential) and agricultural science (projected growth of 9.1 percent, numeric growth is confidential) are also expected to move up relative to the statewide ranking. Occupations with the highest median wages in the region were postsecondary teachers of engineering (\$110,520), agricultural sciences (\$101,120), and physics (\$100,970).

LPEMIT Managerial

Exhibit 13 shows the only two managerial LPEMIT STEM occupations. Statewide, computer and information systems managers had 1,030 jobs in 2014, and the occupation is anticipated to grow by 11.5 percent, resulting in an additional 120 jobs by 2024. Almost half of these (50 jobs) are expected to be added in the Central Region, while 30 jobs will be added in the Northern Region. There were 500 natural science managers in 2014, statewide, and this is expected to grow by 2.6 percent, resulting in an additional ten jobs. The Northern Region had the most natural science managers in 2014 (number confidential) and is projected to add the most jobs by 2024 (numeric growth is confidential). This occupation is projected to grow the fastest in the Southwestern Region (3.9 percent).

The median wage for computer and information systems managers and natural science managers exceeded \$100,000, and each requires a bachelor's degree. Five years' work experience is normally required prior to entry into both LPEMIT managerial occupations. No on-the-job training is required for either occupation.

13	All LPEMIT Managerial Occupations	Employment		Change		2016	Education and Training Required		
						Median Annual Wages	Typical Entry-Level Education	Relevant Work Experience	Typical Training
		2014	2024	Number	Percent				
	Computer & Info. Systems Managers	1,030	1,150	120	11.5%	\$105,840	Bachelor's	5 years +	None
	Natural Sciences Managers	500	510	10	2.6%	\$104,610	Bachelor's	5 years +	None
NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.									

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

OCCUPATION SPOTLIGHT



COMPUTER AND INFORMATION SYSTEMS MANAGER

Computer and information systems managers, often called information technology (IT) managers or IT project managers, plan, coordinate, and direct computer-related activities in an organization. They help determine the information technology goals of an organization and are responsible for implementing computer systems to meet those goals.

WORK ENVIRONMENT

Most computer and information systems managers work full time. In 2014, about two in five worked more than 40 hours per week.

LPEMIT Sales

As Exhibit 14 shows, there are only two sales-related LPEMIT STEM occupations. Statewide, the sales representatives, wholesale and manufacturing, technical and scientific products occupation had 1,100 jobs in 2014, and employment is anticipated to grow by 3.4 percent, resulting in an additional 40 jobs by 2024. Most of those jobs (30) are expected to be added in the Central Region, while less than five jobs will be added in the Northern Region. The number of sales engineers statewide is expected to contract by 2.7 percent (numeric losses are confidential). The Central Region had the most sales engineers in 2014 (number confidential), with losses projected by 2024 (numeric losses are confidential).

As Exhibit 14 makes clear, sales engineers are paid considerably more than sales representatives, wholesale and manufacturing, technical and scientific products, though each requires a bachelor's degree and moderate on-the-job training.



14	All LPEMIT Sales-Related Occupations	Employment		Change		2016 Median Annual Wages	Education and Training Required		
							Typical Entry-Level Education	Relevant Work Experience	Typical Training
	Sales Reps, Wholesale & Manufacturing of Technical & Scientific Products	1,100	1,140	40	3.4%	\$63,040	Bachelor's	None	Mod.-OTJ
	Sales Engineers	***	***	***	-2.7%	\$100,310	Bachelor's	None	Mod.-OTJ
NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.									

OCCUPATION SPOTLIGHT



SALES REP, WHOLESALE AND MANUFACTURING, TECHNICAL AND SCIENTIFIC PRODUCTS

Wholesale and manufacturing sales representatives sell goods for wholesalers or manufacturers to businesses, government agencies, and other organizations. They contact customers, explain product features, answer any questions that their customers may have, and negotiate prices.

WORK ENVIRONMENT

Wholesale and manufacturing sales representatives work under pressure because their income and job security depend on the amount of merchandise they sell. Some sales representatives travel frequently.

STEM Occupations: 2. Social Science Domain

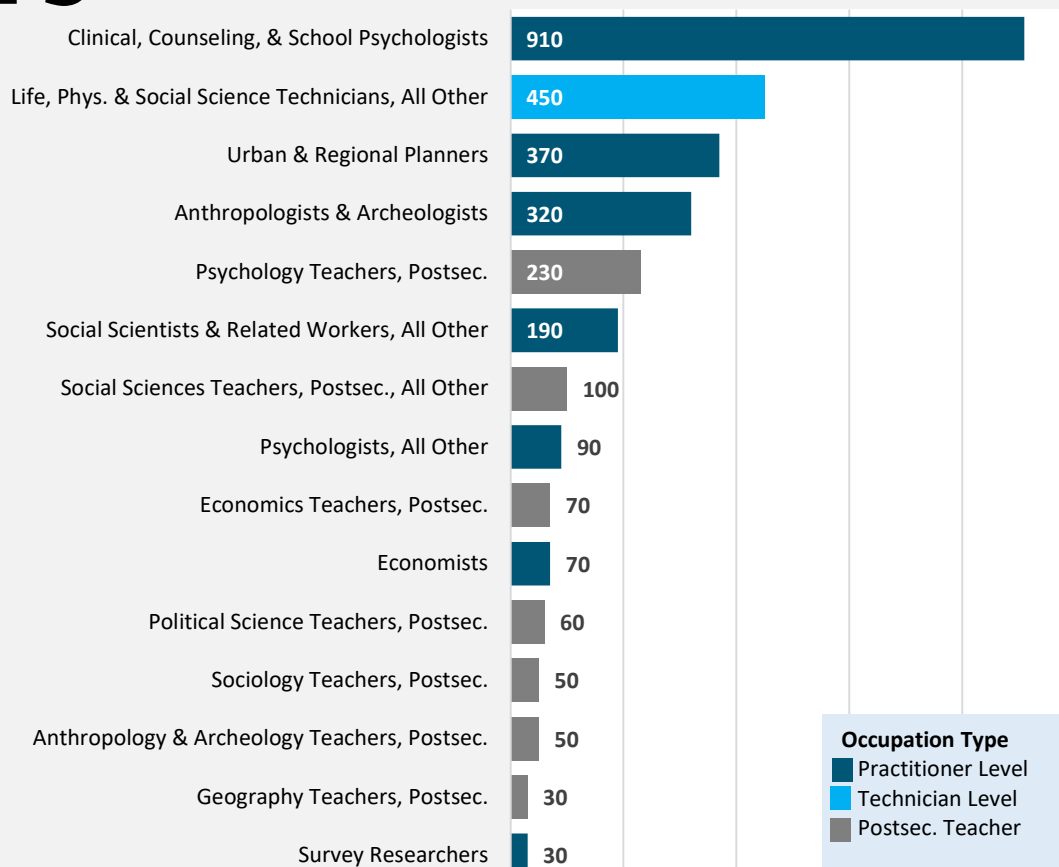


Employment

As shown by Exhibit 15, there are only 15 social science occupations with available employment data. The largest employing social science occupation was clinical, counseling, and school psychologists. In 2016, there were 910 clinical, counseling, and school psychologists in New Mexico. This is more than double that of the next-largest social science occupation, all other life, physical, and social science technicians (450 jobs), which is the only technician-level occupation in the list. Other occupations with over 100 jobs were urban and regional planners (370 jobs), anthropologists and archeologists (320 jobs), postsecondary psychology teachers (230 jobs), and social scientists and related workers, all other (190 jobs). Apart from postsecondary psychology teachers, these

were all practitioner-level occupations. Other practitioner-level occupations include all other psychologists (90 jobs), economists (70 jobs), and survey researchers (30 jobs). The rest were postsecondary teaching occupations. (Since the employment data for several social science occupations were confidential, no meaningful comparison was possible between statewide and regional employment rankings.)

15 All Social Science STEM Employment, 2016



NOTE: Occupation within the joint domain composed of LPEMIT and social science components is included in this bar chart.

OCCUPATION SPOTLIGHT



PSYCHOLOGIST

Psychologists study cognitive, emotional, and social processes and behavior by observing, interpreting, and recording how people relate to one another and their environments.

WORK ENVIRONMENT

Some psychologists work independently, conducting research, consulting with clients, or working with patients. Others work as part of a healthcare team, collaborating with physicians and social workers or in school settings, working with students, teachers, parents, and other educators. Those in private practice often work evenings and weekends to accommodate clients.

Projected Employment Growth

Social Science Practitioner Level

Within the social science domain, the practitioner-level occupation with the largest projected numeric growth is clinical, counseling, and school psychologists. The occupation had 1,280 jobs in 2014 and is projected to grow by 200 jobs between 2014 and 2024. Its projected growth rate of 16.1 percent is higher than the STEM or STEM-related occupation projected growth rate of 10.3 percent. (See Exhibit 16.)

The social science practitioner occupation with the next-largest projected growth is all

other psychologists. There were 130 jobs in this occupation in 2014. It is projected to grow at a rate of 21.3 percent, resulting in an additional 20 jobs by 2024. This makes the occupation the fastest growing of all STEM social science occupations. There are projected to be ten more urban and regional planners, which represents a growth rate of 3.0 percent. Other growing social science occupations (based on unrounded numbers) include anthropologists and archaeologists (projected growth of 1.3 percent), economists (projected growth of 2.9 percent), and social scientists and related, all other (projected growth of 1.3 percent).

16 All Social Science Practitioner Occupations	Employment		Change		2016 Median Annual Wages	Education and Training Required		
	2014	2024	Number	Percent		Typical Entry-Level Education	Relevant Work Experience	Typical Training
Political Scientists	n/a	n/a	n/a	n/a	\$97,370	Master's	None	None
Psychologists, All Other	130	150	20	21.3%	\$82,940	Master's	None	Internship
Industrial-Org. Psychologists	***	***	***	16.7%	\$74,160	Master's	None	Internship
Clinical, Couns. & Scho. Psychologists	1,280	1,480	200	16.1%	\$64,470	Doct. or prof.	None	Internship
Survey Researchers	***	***	***	4.5%	\$55,880	Master's	None	None
Urban & Regional Planners	370	380	10	3.0%	\$58,430	Master's	None	None
Economists	70	70	0	2.9%	\$60,800	Master's	None	None
Social Scientists & Related, All Other	150	150	0	1.3%	\$73,200	Bachelor's	None	None
Anthropologists & Archeologists	310	310	0	1.3%	\$58,500	Master's	None	None
Geographers	***	***	***	0.0%	\$69,950	Bachelor's	None	None

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers. Please note that "n/a" indicates that employment data is not available.

OCCUPATION SPOTLIGHT



URBAN AND REGIONAL PLANNER

Urban and regional planners develop land use plans and programs that help create communities, accommodate population growth, and revitalize physical facilities in towns, cities, counties, and metropolitan areas.

WORK ENVIRONMENT

About 2 out of 3 urban and regional planners worked in local government in 2014. They often attend meetings with neighborhood groups that take place during evenings and weekends. Most work full time.

Education, Training, and Wages

OCCUPATION SPOTLIGHT



ANTHROPOLOGIST AND ARCHAEOLOGIST

Anthropologists and archeologists study the origin, development, and behavior of humans. They examine the cultures, languages, archeological remains, and physical characteristics of people in various parts of the world.

WORK ENVIRONMENT

Anthropologists and archeologists typically work in research organizations, government, and consulting firms. Although most work in an office, some analyzes samples in laboratories or do fieldwork. Fieldwork in remote areas usually requires travel for extended periods.

Clinical, counseling, and school psychologists was the most demanding in terms of education. Typically, the occupation requires a doctoral or professional degree. Most of the other social science practitioner-level occupations require only a master's degree. Only a bachelor's degree is typically required for geographer occupations or all other social scientist or related occupations. None of the social science practitioner occupations require any work experience and all but three require no on-the-job training. The occupations that need on-the-job training are the three psychology-related occupations; all three require an internship or residency. The highest paid of the social science practitioner occupations were political scientists (\$97,370), all other psychologists (\$82,940), and industrial organizational psychologists (\$74,160).

Regional Highlights

Numerical growth rankings in the social science practitioner occupations are extremely consistent with that of the state in certain regional areas. For example, the clinical, counseling, and school psychologists occupation is anticipated to top all four regional rankings for numeric growth.

- **Central Region:** The three practitioner-level social science occupations with the most employment growth in the region are the same as the top three in the statewide rankings: clinical, counseling, and school psychologists (projected to grow by 80 jobs, or 11.9 percent), all other psychologists (projected to grow by 20 jobs, or 19.4 percent), and urban and regional planners (projected to grow by less than five jobs, or 1.5 percent). The highest-paid occupations

of this category in the region were political scientists (\$97,370) and all other psychologists (\$83,820).

- **Eastern Region:** Clinical, counseling, and school psychologists is the only social science practitioner occupation with significant projected growth (30 jobs, or 18.1 percent). The highest-paid occupation in this domain and type was all other psychologists, with a median wage of \$105,710.
- **Northern Region:** Two of the practitioner-level social science occupations with the most employment growth in the region match those in the top three in the statewide rankings: clinical, counseling, and school psychologists (projected to grow by 30 jobs, or 14.8 percent) and urban and regional planners (projected to grow by ten jobs, or 3.4 percent). The highest-paid occupation in this domain and type was industrial-organizational psychologists, with a median wage of \$122,640.
- **Southwestern Region:** Like the Eastern Region, clinical, counseling, and school psychologists is the only social science practitioner occupation with significant projected growth (60 jobs, or 25.2 percent). The highest-paid occupation of this domain and type was all other psychologists, with a median wage of \$91,250.

Social Science Technician Level

As is clear from Exhibit 17, there are only two technician-level social science occupations, and only one—all other life, physical, and social science technicians—is projected to grow. This occupation is in a joint domain composed of LPEMIT and social science components. Statewide, this occupation had 770 jobs in 2014 and is anticipated to grow by 4.8 percent, resulting in an additional 40 jobs by 2024. In 2014, the majority of the employment in this occupation was in the Northern Region (number confidential). The occupation is expected to grow at a rate of 2.5 percent in the region. However, it's in the Central Region that the occupation is expected to grow the fastest (9.1 percent) between 2014 and 2024.

The number of social science research assistant jobs statewide is expected to contract by 2.3 percent by 2024 (numeric growth is confidential). The Northern Region had the most social science research assistant jobs in 2014 (number confidential), with employment in the occupation projected to remain unchanged by 2024. Employment for this occupation in the Central Region is projected to contract by 6.7 percent between 2014 and 2024 (numeric growth is confidential). No other regional data were available for this occupation. The highest paid of the two social science technician occupations was all other life, physical, and social science technicians (\$66,680), even though only

OCCUPATION SPOTLIGHT



SOCIAL SCIENCE RESEARCH ASSISTANT

Social Science research assistants assist social scientists in laboratory, survey, and other social science research. They may help prepare findings for publication and assist in laboratory analysis, quality control, or data management. This occupation excludes "Graduate Teaching Assistants."

17	All Social Science Technician Occupations	Employment		Change		2016	Education and Training Required		
						Median Annual Wages	Typical	Relevant	
							Entry-Level	Work	Typical
		2014	2024	Number	Percent		Education	Experience	Training
Life, Physical & Social Science Technicians, All Other		770	810	40	4.8%	\$66,680	Associate's	None	None
Social Science Research Assistants		***	***	***	-2.3%	\$37,470	Bachelor's	None	None
NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.									

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

18 All Social Science Postsecondary Teacher Occupations	Employment		Change		2016 Median Annual Wages	Education and Training Required		
	2014	2024	Number	Percent		Typical Entry-Level Education	Relevant Work Experience	Typical Training
Social Sciences, All Other	120	140	20	20.0%	\$53,820	Doct. or prof.	None	None
Psychology	170	200	30	18.7%	\$83,560	Doct. or prof.	None	None
Sociology	70	80	10	17.9%	\$81,790	Doct. or prof.	None	None
Area, Ethnic & Cultural Studies	***	***	***	17.8%	\$77,410	Doct. or prof.	None	None
Political Science	70	80	10	13.0%	\$92,520	Doct. or prof.	None	None
Geography	***	***	***	11.8%	\$92,180	Doct. or prof.	None	None
Economics	80	90	10	11.7%	\$105,640	Doct. or prof.	None	None
Anthropology & Archeology	60	70	10	11.5%	\$80,980	Doct. or prof.	None	None

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

an associate's degree is typically required to enter the occupation. On the other hand, a social science research assistant made \$37,470 on average, but the occupation typically requires a bachelor's degree.

Social Science Postsecondary Teacher

As can be seen in Exhibit 18, unlike practitioner-level or technician-level occupations in the same domain, all social science postsecondary teacher occupations show double-digit percentage growth rates from 2014 to 2024. The social science postsecondary teacher occupation with the largest projected numeric growth is postsecondary psychology teachers. The occupation had 170 jobs in 2014, with a projected growth rate of 18.7 percent. There are projected to be 30 more jobs between 2014 and 2024. This is well above the STEM or STEM-related occupation projected growth rate of 10.3 percent and represents the second-fastest growth of all social science postsecondary teacher occupations. The number of all other postsecondary social sciences teaching jobs is projected to grow the fastest (20.0 percent). The occupation also has the second-largest projected numeric growth (20 jobs between 2014 and 2024).

The social science postsecondary teacher occupation with the next-largest projected growth is postsecondary teachers in the field of sociology. There were 70 jobs in this occupation in 2014, and employment is projected to grow by 17.9 percent by 2024, resulting in an additional ten jobs. Following these occupations are postsecondary political science teachers and postsecondary

economics teachers, which had 70 jobs and 80 jobs, respectively, in 2014. Each occupation is expected to add ten jobs by 2024.

Education, Training, and Wages

Postsecondary teachers typically need a doctoral or professional degree and require neither work experience nor on-the-job training. The highest-paid social science postsecondary teacher occupation was postsecondary economics teachers (\$105,640). Other subject specialisms of social science postsecondary teaching occupations with high wages were political science (\$92,520), geography (\$92,180), and psychology (\$83,560).

Regional Differences

Since there are only eight postsecondary social science teacher occupations, the main variation between the state and the region is in the ranking of those occupations. The postsecondary psychology teacher occupation had the largest numeric growth in three of the four regions, as it did statewide.

- **Central Region:** Postsecondary social sciences teachers is expected to have the most numeric growth (confidential) and the fastest growth (19.4 percent). This exceeds the rate of growth for the same occupation statewide. Postsecondary area, ethnic, and cultural studies teachers (projected growth of 18.2 percent, numeric growth is confidential). The occupation moved up three places from the statewide ranking to third place in the Central Region. The occupations with the

highest wages in the Central Region were postsecondary economics teachers (\$109,370) and postsecondary political science teachers (\$102,610).

- **Eastern Region:** The number of postsecondary psychology teachers is projected to increase by 22.2 percent (numeric growth is confidential). Postsecondary social sciences teachers had the highest growth rate (50.0 percent, numeric growth is confidential). The highest-paid social science postsecondary teacher occupation in the region was postsecondary political science teachers (\$86,110).
- **Northern Region:** The occupation with the most projected numeric growth in the region is postsecondary psychology teachers, with

projected growth of 17.6 percent (numeric growth is confidential). The occupation with the fastest growth is anticipated to be postsecondary economics teachers (33.3 percent). The social science postsecondary teacher with the highest pay was postsecondary sociology teachers (\$65,730).

- **Southwestern Region:** Postsecondary psychology teachers is the occupation projected to have the most numeric growth and the fastest growth (ten jobs, or 18.4 percent). Postsecondary economics teachers (projected growth of 13.6 percent, numeric growth is confidential) is expected to move up in its regional ranking relative to fifth in the statewide ranking. The occupation was also the highest paid in the category (\$106,660).



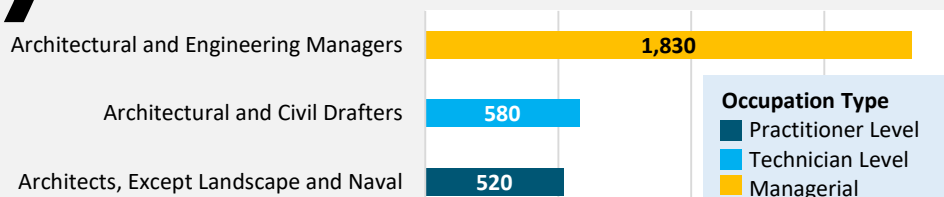
STEM Occupations: 3. Architecture Domain



Employment

Exhibit 19 shows that there were only three occupations with available employment data within the STEM-related architecture domain. The largest occupation by far was architectural and engineering managers (1,830 jobs). The other two occupations were architectural and civil drafters (580 jobs) and architects, except landscape and naval (520 jobs). Architects, except landscape and naval, is considered a practitioner-level occupation, while architectural and civil drafters are considered technician level. Please note that architectural and civil drafters and architectural and engineering managers occupy a joint domain comprised of LPEMIT and architecture components. (Since the employment data for several architecture occupations were confidential, no meaningful comparison was possible between statewide and regional employment rankings.)

19 All Architecture STEM-Related Employment, 2016



Projected Employment Growth

Architecture, all levels

There were so few STEM-related occupations in the architecture domain that they are discussed in one single section and tabulated together (Exhibit 20). Among these, architectural and engineering managers is the largest occupation in the architecture domain. There were 1,880 jobs in the occupation in 2014, though projected growth is only ten jobs, or 0.9 percent. Nevertheless, this is the joint largest numeric growth of all architecture occupations. The architects occupation (excluding landscape and naval landscape architects) is also

20

All Architecture Occupations

20	All Architecture Occupations		Employment		Change		2016 Median Annual Wages	Education and Training Required		
								Typical Entry-Level Education	Relevant Work Experience	Typical Training
	2014	2024	Number	Percent						
Practitioner Occupations										
Architects, Ex. Landscape & Naval			630	640	10	1.1%	\$71,010	Bachelor's	None	Internship
Landscape Architects			***	***	***	0.0%	\$44,910	Bachelor's	None	Internship
Technician Occupation										
Architectural & Civil Drafters			580	530	-50	-8.8%	\$51,620	Associate's	None	None
Postsecondary Teacher Occupation										
Architecture			***	***	***	10.0%	\$79,190	Doct. or prof.	None	None
Managerial Occupation										
Architectural & Engineering Managers			1,880	1,890	10	0.9%	\$140,960	Bachelor's	5 years +	None

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

expected to grow by ten jobs. This represents percentage growth of 1.1 percent by 2024. The other growing occupation is postsecondary architecture teachers, which is projected to grow by 10.0 percent (numeric growth is confidential). This represents the fastest rate of growth of all architecture occupations.

Education, Training, and Wages

All practitioner-level and managerial-level architectural occupations typically require a bachelor's degree. The practitioner-level occupations—architects, excluding landscape and naval landscape architects, and landscape architects—also require some form of internship or

OCCUPATION SPOTLIGHT



ARCHITECT

Architects plan and design houses, factories, office buildings, and other structures.

WORK ENVIRONMENT

Architects spend much of their time in offices, where they develop plans, meet with clients, and consult with engineers and other architects. They also visit construction sites to prepare initial drawings and review the progress of projects to ensure that clients' objectives are met. About one in five were self-employed in 2014.

OCCUPATION SPOTLIGHT



DRAFTER

Drafters use software to convert the designs of engineers and architects into technical drawings. Most workers specialize in architectural, civil, electrical, or mechanical drafting and use technical drawings to help design everything from microchips to skyscrapers.

WORK ENVIRONMENT

Although drafters spend much of their time working on computers in an office, some may visit jobsites in order to collaborate with architects and engineers. Most drafters work full time.

OCCUPATION SPOTLIGHT



ARCHITECTURAL AND ENGINEERING MANAGER

Architectural and engineering managers plan, direct, and coordinate activities in architectural and engineering companies.

WORK ENVIRONMENT

Most architectural and engineering managers work in offices, although some may also work in laboratories and industrial production plants or at construction sites. Most work full time, and about half worked more than 40 hours a week in 2014.



residence training. The managerial occupation—architectural and engineering manager—requires at least five years’ work experience. The highest-paid architecture occupation was architectural and engineering managers (\$140,960). Other architecture occupations with high wages were teachers of postsecondary architecture (\$79,190) and architects, excluding landscape and naval landscape architects (\$71,010).

Regional Differences

Most of the architecture occupational employment is in the Central and Northern Regions.

- Central Region:** In 2014, there were 290 architects, excluding landscape and naval landscape architects, in the region. The occupation is projected to grow by 1.0 percent. The postsecondary architecture teachers occupation is expected to grow by the fastest rate (11.1 percent). The occupation with the highest pay was architectural and engineering managers (\$140,130). Employment in this occupation is expected to barely change from 2014 to 2024.
- Eastern Region:** The only occupation reporting any projected employment change is architectural and civil drafters, which is expected to contract by 4.2 percent (numeric growth is confidential). The highest-paid occupation was architectural and engineering managers (\$117,830).
- Northern Region:** Employment data were only available for architectural and engineering managers. Employment in the occupation shows projected growth of 3.5 percent (up 20 jobs, to 450 jobs in 2024). On the other hand, architects, excluding landscape and naval landscape architects, is projected to contract by less than five jobs, or 0.4 percent. The occupation with the highest median wage was architectural and engineering managers, with \$150,500.
- Southwestern Region:** Employment data were only available for architectural and civil drafters and architectural and engineering managers. Employment in both occupations is projected to contract. The latter occupation had the highest wage in the category (\$122,934).

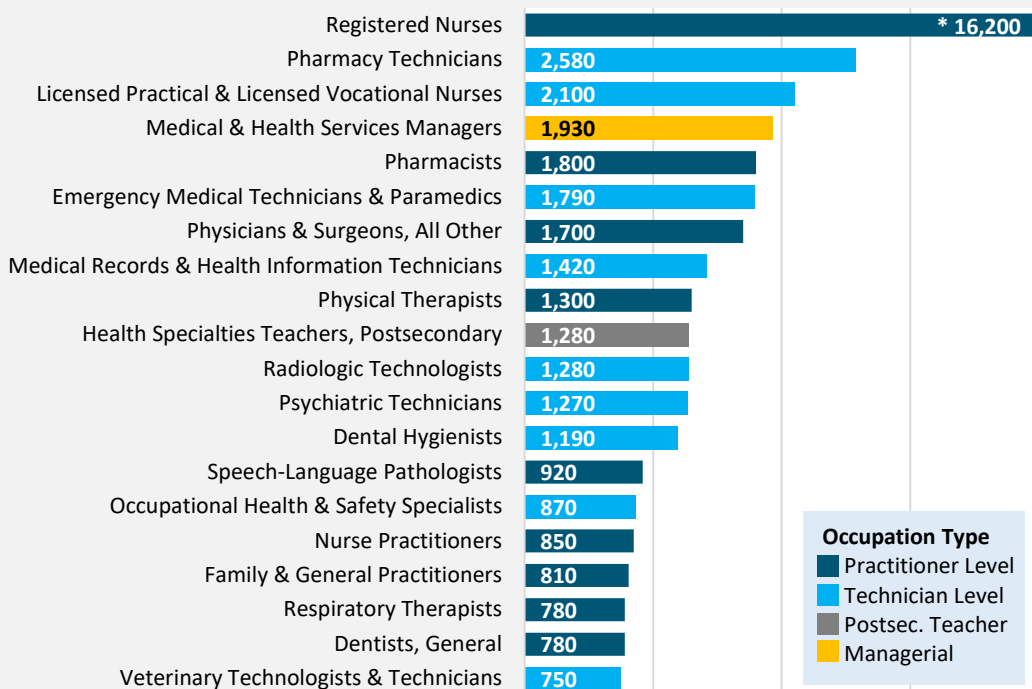
STEM Occupations: 4. Health Domain



Employment

Exhibit 21 shows that there were by far more registered nurses (16,200) than any other occupation in health employment. Of the 20 STEM-related health occupations with the most employment, nine were practitioner level. Aside from registered nurses, these included pharmacists (1,800 jobs), all other physicians and surgeons (1,700 jobs), physical therapists (1,300 jobs), and speech-language pathologists (920 jobs). Nine of the 20

21 Health STEM-Related Occupations With the Most Employment, 2016



NOTE: Asterisk indicates that the bar for registered nurses exceeds the length of the chart.

OCCUPATION SPOTLIGHT



PHYSICAL THERAPIST

Physical therapists, sometimes called PTs, help injured or ill people improve their movement and manage their pain. These therapists are often an important part of the rehabilitation, treatment, and prevention of patients with chronic conditions, illnesses, or injuries.

WORK ENVIRONMENT

Physical therapists typically work in private offices and clinics, hospitals, and nursing homes. They spend much of their time on their feet, actively working with patients.

OCCUPATION SPOTLIGHT



PHARMACIST

Pharmacists dispense prescription medications to patients and offer expertise in the safe use of prescriptions. They also may conduct health and wellness screenings, provide immunizations, oversee the medications given to patients, and provide advice on healthy lifestyles.

WORK ENVIRONMENT

Pharmacists work in pharmacies, including those in grocery and drug stores. They also work in hospitals and other healthcare facilities.

STEM-related health occupations with the most employment were classified as technician-level occupations. These include pharmacy technicians (2,580 jobs), licensed practical and licensed vocational nurses (2,100 jobs), and emergency medical technicians and paramedics (1,790 jobs).

Regional Differences

Registered nurse jobs were more numerous than those of any other occupation in all four regions. Many statewide STEM-related health occupations with the most employment remained in the top 20 regionally. For example, pharmacy technicians, licensed practical and licensed vocational nurses, medical and health services managers, physicians and surgeons, and physical therapists were ranked among the largest occupations regionally and statewide. Emergency medical technicians and paramedics and medical records and health information technicians remained in the top 20

ranking in all regions *except* the Central Region. Postsecondary health specialties teachers was one of the STEM-related health occupations with the most employment in the Central Region (ranked ninth), but fell outside of the statewide ranking.

Projected Employment Growth

Health Practitioner Level

Exhibit 22 shows growth within the health practitioner-level occupations. Not only did registered nurses make up the largest number of STEM or STEM-related occupations, it is also expected to have the largest projected numeric growth. The occupation had 16,330 jobs in 2014. Since it is projected to grow by 16.9 percent, this represents an additional 2,770 jobs in the occupation by 2024. Another growing nurse occupation is nurse practitioner, which is the

22	Health Practitioner Occupations With the Most Projected Numeric Employment Growth	Employment		Change		2016 Median Annual Wages	Education and Training Required		
		2014	2024	Number	Percent		Typical Entry-Level Education	Relevant Work Experience	Typical Training
Registered Nurses	16,330	19,100	2,770	16.9%	\$66,030	Bachelor's	None	None	
Physical Therapists	1,240	1,650	410	32.6%	\$86,140	Doct.or prof.	None	None	
Nurse Practitioners	920	1,210	290	32.0%	\$106,170	Master's	None	None	
Speech-Language Pathologists	1,070	1,340	270	24.6%	\$80,580	Master's	None	None	
Physicians & Surgeons, All Other	1,710	1,950	240	13.6%	\$218,510	Doct.or prof.	None	Internship	
Occupational Therapists	680	860	180	27.4%	\$79,410	Master's	None	None	
Pharmacists	1,730	1,890	160	9.2%	\$118,790	Doct.or prof.	None	None	
Respiratory Therapists	730	870	140	19.3%	\$53,140	Associate's	None	None	
Physician Assistants	580	710	130	23.1%	\$105,470	Master's	None	None	
Dentists, General	970	1,100	130	13.5%	\$170,570	Doct.or prof.	None	None	
Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.									

Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

OCCUPATION SPOTLIGHT



NURSE ANESTHETIST, NURSE MIDWIFE, AND NURSE PRACTITIONER

Nurse anesthetists, nurse midwives, and nurse practitioners, also referred to as advanced practice registered nurses (APRNs), coordinate patient care and may provide primary and specialty healthcare. The scope of practice varies from state to state.

WORK ENVIRONMENT

Nurse anesthetists, nurse midwives, and nurse practitioners work in a wide variety of healthcare settings, including hospitals, physicians' offices, schools, and clinics. Most APRNs work full time.

OCCUPATION SPOTLIGHT



REGISTERED NURSE

Registered nurses (RNs) provide and coordinate patient care, educate patients and the public about various health conditions, and provide advice and emotional support to patients and their family members.

WORK ENVIRONMENT

Registered nurses work in hospitals, physicians' offices, home healthcare services, and nursing care facilities. Others work in correctional facilities or schools, or serve in the military.

fourth-fastest growing (32.0 percent) of all STEM or STEM-related occupations. It is also expected to have the fifth-largest numeric employment growth (290 jobs) of all STEM or STEM-related occupations.

The health practitioner occupation with the second-largest projected numeric growth is physical therapists. There were 1,240 physical therapists in the state in 2014, and employment is projected to grow by 32.6 percent, resulting in an additional 410 jobs.

Of the ten health practitioner occupations that are projected to add the most jobs, three are therapist occupations. Beside physical therapists, these are occupational therapists (projected to grow by 180 jobs, or 27.4 percent) and respiratory therapists (projected to grow by 140 jobs, or 19.3 percent). There were 1,070 speech-language pathologist jobs in 2014. By 2024, the occupation is projected to grow by 24.6 percent, leading to an additional

270 jobs. All other physicians and surgeons has the fifth-largest employment growth among health practitioner occupations and the eleventh-largest growth of all STEM or STEM-related occupations (240 jobs). There were 1,710 all other physicians and surgeons jobs in 2014, and that is expected to grow to 1,950 jobs, giving a projected growth rate of 13.6 percent. Other practitioner-level health domain occupations anticipated to have large numeric growth are pharmacists (160 jobs, or 9.2 percent), physician assistants (130 jobs, or 23.1 percent), and dentists, general (130 jobs, or 13.5 percent).

Education, Training, and Wages

The ten health practitioner-level occupations with the most employment growth require various levels of post-secondary education. The occupation with the least stringent requirements was respiratory therapists, which only requires an associate's degree, but, as of 2016, was also the lowest paid of

OCCUPATION SPOTLIGHT



SPEECH-LANGUAGE PATHOLOGIST

Speech-language pathologists (sometimes called speech therapists) assess, diagnose, treat, and help to prevent communication and swallowing disorders in patients. Speech, language, and swallowing disorders result from a variety of causes, such as a stroke, brain injury, hearing loss, developmental delay, Parkinson's disease, and cleft palate, or autism.

WORK ENVIRONMENT

Speech-language pathologists held about 135,400 jobs in 2014. About two out of five speech-language pathologists worked in schools in 2014. Most others worked in healthcare facilities, such as hospitals.

the group (\$53,140). To become a registered nurse typically requires a bachelor's degree and neither work experience nor on-the-job training. Usually a master's degree is required to become a nurse practitioner, a speech-language pathologist, an occupational therapist, or a physician's assistant. Of the occupations requiring a master's, nurse practitioners (\$106,170) and physician assistants (\$105,470) typically earned the most. The remaining occupations—physical therapists; all other physicians and surgeons; pharmacists; and general dentists—all require a doctoral or professional degree. In addition to this, all other physicians and surgeons are expected to have some form of internship or residency training. As of 2016, the payoff for this lengthy training was the highest wage of all the STEM or STEM-related occupations with the most growth (\$218,510).

There were several other health practitioner occupations that were still notable, though not listed in Exhibit 22. Other health practitioner occupations with large percentage growth (over 20 percent) and moderate numeric growth (20 or more jobs) were audiologists (26.6 percent, 30 jobs), all other therapists (25.7 percent, 30 jobs), nurse midwives (22.3 percent, 20 jobs), psychiatrists (22.1 percent, 40 jobs), and optometrists (21.3 percent, 40 jobs). Other health practitioner occupations with high wages regardless of growth were internists, general (\$233,710), obstetricians and gynecologists (\$212,270), dentists, all other specialists (\$192,780), general pediatricians (\$189,460), family and general practitioners (\$167,140), podiatrists (\$154,550), and nurse anesthetists (\$141,790).

OCCUPATION SPOTLIGHT



OCCUPATIONAL THERAPIST

Occupational therapists treat injured, ill, or disabled patients through the therapeutic use of everyday activities. They help these patients develop, recover, and improve the skills needed for daily living and working.

WORK ENVIRONMENT

About half of occupational therapists work in offices of occupational therapy or in hospitals. Others work in schools, nursing homes, and home health services. Therapists spend a lot of time on their feet while working with patients.

Regional Differences

- **Central Region:** The health practitioner occupations with the largest projected numeric growth are largely consistent in ranking with that of the state, though all but one occupation (physical assistants) is expected to grow faster in the Central Region. The health practitioner occupation that is growing fastest in the region is nurse practitioners, which is expected to grow by 180 jobs, or 33.4 percent. Of the health practitioner occupations with the most growth, the highest-paying occupation was all other physicians and surgeons, which had a median wage of \$208,980.
- **Eastern Region:** The ranking of ten occupations with the most employment growth is similar to the state's ranking, with the addition of two new occupations. Family and general practitioners (projected growth of ten jobs, or 5.6 percent) and optometrists (projected growth of ten jobs, or 25.0 percent) make ninth and tenth place, respectively. The fastest-growing health practitioner occupation was physical therapists, which is expected to grow by 70 jobs, or 36.0 percent. The highest paid of the health practitioner occupations with the most growth in the region was all other physicians and surgeons, which had a median wage of \$262,480
- **Northern Region:** Physician assistants (with projected growth of 40 jobs, or 26.0 percent) is higher in ranking by four places in the region compared to in the state. In addition, two new occupations make the top ten occupations ranked by employment growth—family and general practitioners (with projected growth of 30 jobs, or 7.6 percent) and all other health diagnosing and treating practitioners (with projected growth of 20 jobs, or 20.8 percent). The occupation projected to grow fastest is nurse practitioners (32.8 percent). The highest-paying occupation was all other physicians and surgeons (\$220,770).
- **Southwestern Region:** The region differs from the state ranking in that respiratory therapists moves up from eighth place to fourth (with projected growth of 30 jobs, or 24.1 percent) and speech-language therapists moves from fourth to second place (with projected growth of 60 jobs, or 25.3 percent). Of the occupations with the largest growth, the fastest-growing is physical therapists, with projected growth of 60 jobs, or 31.9 percent. The highest-paying occupation was all other physicians and surgeons (\$220,420).

Health Technician Level

Exhibit 23 shows that the occupation with the largest projected numeric growth for technician-level health is pharmacy technicians. There are projected to be 390 more jobs between 2014 and 2024. The occupation had 2,470 jobs in 2014, with a projected growth rate of 15.4 percent. The health technician-level occupation with the next-largest projected growth is emergency medical technicians and paramedics. There were 1,520 jobs in this occupation in 2014 and this is projected to grow by 18.3 percent by 2024, resulting in an additional 280 jobs. Following these is medical and clinical laboratory technologists, which had 1,020 jobs in 2014, with projected growth of 220 jobs, or 21.0 percent, by 2024. The fastest-growing occupation, of those occupations with large numeric growth, is all other health technologists and technicians. This occupation is expected to grow by 170 jobs, representing a growth rate of 25.5 percent, for a total of 820 jobs in 2024. Another health technician occupation with large employment levels—second only to pharmacy technicians—is licensed practical and licensed vocational nurses which had 2,210 jobs in 2014. The occupation is expected to add 140 jobs by 2024, representing a growth rate of 6.2 percent.

Education, Training, and Wages

Most of the health technician-level occupations with the largest growth do not require a college degree, and many need neither work experience nor on-the-job training, though there are some exceptions. The minimum education typically

23 Health Technician Occupations With the Most Projected Numeric Employment Growth	Employment		Change		2016 Median Annual Wages	Education and Training Required		
	2014	2024	Number	Percent		Typical Entry-Level Education	Relevant Work Experience	Typical Training
Pharmacy Technicians	2,470	2,860	390	15.4%	\$31,490	High school Postsec no degree	None	Mod. OTJ
Emergency Medical Technicians & Paramedics	1,520	1,800	280	18.3%	\$34,310	Bachelor's Postsec no degree	None	None
Medical & Clinical Laboratory Technologists	1,020	1,240	220	21.0%	\$47,740	High school diploma	None	None
Medical Records & Health Information Technicians	1,420	1,600	180	12.9%	\$33,840	Associate's	None	None
Health Technologists & Technicians, All Other	650	820	170	25.5%	\$40,170	Associate's Postsec no degree	None	None
Dental Hygienists	1,110	1,260	150	13.7%	\$89,290	High school Postsec no degree	None	L/T OTJ
Medical & Clinical Laboratory Technicians	810	950	140	17.0%	\$40,780	High school Postsec no degree	None	None
Licensed Practical & Licensed Vocational Nurses	2,210	2,350	140	6.2%	\$46,760	High school Postsec no degree	None	None
Opticians, Dispensing	470	580	110	23.7%	\$31,430	High school Postsec no degree	None	None
Healthcare Practitioners & Technical Workers, All Other	640	750	110	16.2%	\$56,120	High school Postsec no degree	None	None

NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.

OCCUPATION SPOTLIGHT



PHARMACY TECHNICIAN

Pharmacy Technicians help pharmacists dispense prescription medication to customers or health professionals.

WORK ENVIRONMENT

Pharmacy technicians work in pharmacies, including those found in grocery and drug stores, and in hospitals. Most work full time, but may work part time.

needed to become a pharmacy technician; a health technologist and technician, all other; or a dispensing optician is a high school diploma. However, to become a pharmacy technician also entails moderate on-the-job training and to be a dispensing optician, long-term on-the-job training. Emergency medical technicians and paramedics, medical records and health information technicians, licensed practical and licensed vocational nurses, and all other healthcare practitioners and technical workers typically need some postsecondary education, but no degree.

On the other hand, to become a dental hygienist or medical and clinical laboratory technician usually requires an associate's degree. The only

health technician-level occupation among those with the most employment growth that requires a bachelor's degree is medical and clinical laboratory technologists.

As of 2016, the highest paid of the technician-level health occupations with the most growth were dental hygienists (\$89,290) and all other healthcare practitioners and technical workers (\$56,120). Other health technician occupations with high wages regardless of growth were orthotists and prosthetists (\$102,680), nuclear medicine technologists (\$75,020), occupational health and safety specialists (\$72,300), and magnetic resonance imaging technologists (\$67,930).

OCCUPATION SPOTLIGHT



EMERGENCY MEDICAL TECHNICIAN AND PARAMEDIC

Emergency medical technicians (EMTs) and paramedics care for the sick or injured in emergency medical settings. People's lives often depend on the quick reaction and competent care provided by these workers. EMTs and paramedics respond to emergency calls, perform medical services and transporting patients to medical facilities.

WORK ENVIRONMENT

Most EMTs and paramedics work full time. Their work is physically strenuous and can be stressful, sometimes involving life-or-death situations.

OCCUPATION SPOTLIGHT



OPTICIAN, DISPENSING

Dispensing opticians help fit eyeglasses and contact lenses, following prescriptions from ophthalmologists and optometrists. They also help customers decide which eyeglass frames or contact lenses to buy.

WORK ENVIRONMENT

About half of opticians worked in offices of optometrists or offices of physicians in 2014. Other opticians worked in stores that sell eyeglasses, contact lenses, visual aids, and other optical goods. These stores may be stand-alone businesses or parts of larger retail establishments, such as department stores.

Regional Differences

- **Central Region:** All other healthcare practitioners and technical workers is expected to be ranked seventh in terms of most projected growth (70 jobs, or 18.6 percent), rather than tenth as in the state ranking. A couple of new occupations also emerged in the ten occupations with the most projected growth. These were radiologic technologists (projected growth of 60 jobs, or 8.1 percent) and diagnostic medical sonographers (projected growth of 60 jobs). The latter is expected to be the fastest-growing technician-level health occupation (31.8 percent) and, as of 2016, it was the second-highest paid (\$66,880). The highest-paid occupation among the occupations with the most growth was dental hygienists at \$89,280.
- **Eastern Region:** The occupation with the most projected growth is licensed practical and licensed vocational nurses (60 jobs, or 11.6 percent), which moved up seven places relative to its ranking statewide. Dispensing opticians ranked fifth in the Eastern Region for projected growth (20 jobs, or 23.1 percent) as compared to ninth place statewide. The region is expected to add diagnostic medical sonographers to the ten health technician occupations with the most growth (projected growth of ten jobs, or 27.7 percent), which is anticipated to be the fastest-growing occupation among them. Radiologic technologists (projected growth of ten jobs, or 9.0 percent) and surgical technologists (projected growth of ten jobs, or 13.9 percent) are also expected to make the top ten. Of the occupations with the most growth, the

OCCUPATION SPOTLIGHT



MEDICAL AND HEALTH SERVICES MANAGER

Medical and health services managers, also called healthcare executives or healthcare administrators, plan, direct, and coordinate medical and health services. They might manage an entire facility, a specific clinical area or department, or a medical practice for a group of physicians. Medical and health services managers must direct changes that conform to changes in healthcare laws, regulations, and technology.

WORK ENVIRONMENT

Medical and health services managers held about 333,000 jobs in 2014. Most medical and health services managers work in offices in healthcare facilities, including hospitals and nursing homes, and group medical practices.

highest paid was dental hygienists, with a median wage of \$105,410.

- **Northern Region:** Dental hygienists (projected growth of 40 jobs, or 14.2 percent), dispensing opticians (projected growth of 20 jobs, or 23.0 percent), and all other healthcare practitioners and technical workers (projected growth of 20 jobs, or 12.4 percent), are all expected to move up three places relative to their statewide ranking. Additionally, radiologic technologists (projected growth of 20 jobs, or 6.9 percent) and psychiatric technicians (projected growth of 2.1 percent, numeric growth is confidential) are expected to make the top ten. Diagnostic medical sonographers is expected to be the region's fastest-growing occupation of the category (23.6 percent). As of 2016, the highest-paid health technician occupation was dental hygienists (\$85,270).
- **Southwestern Region:** Emergency medical technicians and paramedics is projected to have the largest growth in the region (80 jobs, or 27.8 percent) of the occupations with the most growth. The fastest-growing occupation in the region is all other health technologists and technicians, which is projected to grow by 32.3 percent (numeric growth is confidential). Occupations in the top ten for largest employment growth in the region that didn't

make the top ten rankings statewide are radiologic technologists (projected growth of ten jobs, or 10.9 percent) and cardiovascular technologists and technicians (projected growth of ten jobs, or 28.9 percent). The highest-paid health technician job was dental hygienists, with a median wage of \$82,080.

Health Postsecondary Teacher and Managerial

There are only three STEM-related health occupations categorized as postsecondary teacher or managerial types, so these will all be analyzed in this section and tabulated together (Exhibit 24). Of the postsecondary teacher occupations, the largest occupation, and the one anticipated to have the most growth, is health specialties teachers. There were 1,220 jobs in the occupation in 2014, and employment is projected to grow by 260 jobs, or 21.9 percent. Most of this occupation's employment (1,060 jobs in 2014) and projected growth (230 jobs, or 21.5 percent) is in the Central Region. The fastest-growing occupation is expected to be postsecondary nursing instructors and teachers (projected growth of 60 jobs, or 22.1 percent). The majority of the growth in this occupation is spread between the Central Region (projected growth of 20 jobs, or 21.4 percent) and Northern Region (projected growth of 22.8 percent, numeric growth is confidential).

24	All Other Health Occupations		Employment		Change		2016 Median Annual Wages	Education and Training Required		
								Typical Entry-Level Education	Relevant Work Experience	Typical Training
	2014	2024	Number	Percent						
Postsecondary Teacher Occupations										
Health Specialties Teachers, Postsecondary			1,220	1,480	260	21.9%	\$135,740	Doct.or prof.	< 5 years	None
Nursing Instructors & Teachers, Postsecondary			270	330	60	22.1%	\$65,950	Master's	< 5 years	None
Managerial Occupations										
Medical & Health Services Managers			2,220	2,550	330	15.3%	\$98,060	Bachelor's	< 5 years	None
NOTE: Employment and numeric employment change are rounded. Percentage change is based upon unrounded numbers.										

The only STEM-related managerial health occupation is medical and health services managers. There were 2,220 jobs in the occupation in 2014. The occupation is projected to grow by 15.3 percent by 2024, representing an additional 330 jobs. Over half of the growth in this occupation is expected to occur in the Central Region (projected growth of 200 jobs, or 17.0 percent).

Medical and health services managers typically need a bachelor's degree, while postsecondary

nursing instructors and teachers usually need a master's degree. Postsecondary health specialties teachers usually need a doctoral or professional degree for proficiency. All three occupations also typically require less than five years' work experience, though no on-the-job training is required. The occupation with the highest wages was postsecondary health specialties teachers, which had a median wage of \$135,740, as of 2016.



APPENDIX

A Description of Categories Related to Education, Work Experience, and On-The-Job Training

Education:

The level of education typically required for entry into the occupation. Categories are as follows:

- *Doctoral or professional degree:* degree awarded usually for at least three years of full-time academic work beyond a bachelor's degree
- *Bachelor's degree:* degree awarded usually for at least four years of full-time academic study beyond high school
- *Associate's degree:* degree awarded usually for at least two years of full-time academic study beyond high school
- *Postsecondary non-degree award:* usually a certificate or other award that is not a degree. Certifications issued by professional organizations or certifying bodies are not included in this category. Programs may last only a few weeks to two years. e.g., nursing assistants, emergency medical technicians (EMTs) and paramedics, and hairstylists
- *Some college, no degree:* a high school diploma or the equivalent, plus the completion of one or more postsecondary courses that did not result in any degree or award
- *High school diploma or equivalent:* the completion of high school or the equivalent resulting in the award of a high school diploma or the equivalent, such as the General Education Development (GED) credential
- *No formal education credential:* the completion of any level of education that did not result in the awarding of a formal credential, like a high school diploma or postsecondary certificate

Work Experience:

The level of work experience in an occupation related to a given occupation; the work experience captures work experience that is commonly considered necessary by employers or is a commonly accepted substitute for other, more formal types of training or education. Categories are as follows:

- *Five years or more:* The number of years of experience in a related occupation typically needed for entry into a given occupation is more than five years.
- *Less than 5 years:* The number of years of experience in a related occupation typically needed for entry into a given occupation is less than five years.
- *None:* No work experience in a related occupation is typically needed for entry.

On-The-Job Training:

Training or preparation that is typically needed, once employed in an occupation, to attain competency in the occupation. Training is occupation-specific rather than job-specific; skills learned can be transferred to another job in the same occupation. Categories are as follows:

- *Internship/residency:* Training that involves preparation in a field such as medicine or teaching, generally under supervision in a professional setting, such as a hospital or classroom.
- *Apprenticeship:* A formal relationship between a worker and sponsor that consists of a combination of on-the-job training and related occupation-specific instruction in which the worker learns the practical and theoretical aspects of an occupation.
- *Long-term on-the-job training:* More than 12 months of on-the-job training or, alternatively, combined work experience and formal classroom instruction, are needed for workers to develop the skills to attain competency.

- *Moderate-term on-the-job training:* More than one month and up to 12 months of combined on-the-job experience and informal training is needed for the worker to develop the skills to attain competency; this on-the-job training category also includes employer-sponsored training programs.
- *Short-term on-the-job training:* One month or less of combined on-the-job experience and informal training is needed for the worker to develop the skills to attain competency; this on-the-job training category also includes employer-sponsored training programs.
- *None:* No additional occupation-specific training or preparation is typically required to attain competency in the occupation.

A Note on the Data

The New Mexico Department of Workforce Solutions' (NMDWS) Economic Research and Analysis Bureau (ER&A), in conjunction with the U.S. Department of Labor (USDOL), produces occupational employment data. The occupational employment data presented in this article are from 2016 but published in 2017. The source of the data is the Occupational Employment Statistics (OES) program, available through the Bureau of Labor Statistics (BLS) online data site at www.bls.gov/oes/current/oes_nm.htm and at NMDWS' Labor Analysis, Statistics, and Economic Research (LASER) website (www.jobs.state.nm.us/analyzer). Employment for several STEM and STEM-related occupations is confidential and so was not included in calculations in this analysis (though the all occupation employment and, by extrapolation, non-STEM employment each include confidential data).

ER&A also produces long-term industry and occupational employment projections. Ten-year projections data are produced every two years and are available for New Mexico and its four workforce regions (Central, Northern, Eastern, and Southwestern, as defined by the Workforce Innovation and Opportunity Act (WIOA) and referred to as "regions"). The 2014–2024 employment projections data presented in this article are available through either the LASER website (see previous paragraph for the link) or the 2014–2024 New Mexico Employment Projections Report, available at www.dws.state.nm.us/LMI. Projections employment data for several STEM and STEM-related occupations are confidential. In such cases, *** indicates suppressed data, although percentage growth is provided. Where there are confidential data in a table, the list of occupations with the most growth is ranked by percentage growth rather than numeric growth to maintain confidentiality. The symbol n/a indicates that employment data, including percentage growth, are unavailable for the reference occupation.

For the purposes of this article, close to 800 detailed occupations at the state and region levels were coded based on the SOC Policy Committee STEM definitions. All wage data are from 2016 via the OES program. Wage data for several occupations are confidential and so were not included in calculations in this analysis. All education and training data are from the BLS Education and Training data (https://www.bls.gov/emp/ep_education_training_system.htm). Call-out boxes found throughout this article describe the job duties and work environment of various STEM occupations. This information can also be found in BLS' Occupational Outlook Handbook (<https://www.bls.gov/ooh/>).

REGIONAL BUSINESS NEWS

New and updated stories from September 2017 through November 2017, gathered from published articles, government documents, private- and public-sector news releases, and reports from local New Mexico Workforce Connection offices. In most cases, information is not verified for accuracy.

↑ Business Expansion

+ Business Openings

↓ Business Contraction

— Business Closing

Statewide

↑ Molina Healthcare's ongoing nationwide restructuring will create 250 new contact center positions in Albuquerque over the next year. Company officials expect a net increase in employment for New Mexico despite recently announced job cuts.

+ The feature drama/thriller "Dreamland," starring Margot Robbie, Finn Cole, and Travis Fimmel, was slated to film at

multiple locations from mid-October to mid-November, employing about 100 New Mexico crew members, 18 resident actors, and 225 local background performers.

+ Dickey's Barbecue Pit, with existing New Mexico locations in Albuquerque, Ruidoso, Farmington, and Hobbs, will soon open three new restaurants in the state: two in Albuquerque in 2018 and one in Santa Fe by early 2019. Recent openings in other states created 15 to 20 jobs each.

+ R Taco, a fast-casual taco chain that is majority-owned by Buffalo Wild Wings, intends to open four New Mexico restaurants, in Albuquerque and Las Cruces, by 2021, with each employing 20 to 30 people. The business currently has 24 locations in seven states.

+ The independent feature "Willenberger," starring Ewen Bremner, Antony Starr, and W. Earl Brown, was slated to film from mid-November through

December at multiple locations, employing 55 New Mexico crew members, 10 resident actors, and about 60 local background performers.

Central Workforce Region

BERNALILLO COUNTY

+ Cabela's, a retailer of outdoor recreation gear, opened its first New Mexico store on September 21, in Albuquerque's Legacy at Journal Center development near Interstate 25 and Paseo del Norte, employing about 150 full-time, part-time, and seasonal workers.

+ Matanza opened a second Albuquerque restaurant and bar, at the Alameda Boulevard and Ellison Street NW site formerly occupied by Quarters and The Stumbling Steer, employing about 60. Matanza's original Nob Hill location opened in September 2015.



Image Credit: Denver Life Magazine

✚ The Syfy television pilot “Tremors,” starring Kevin Bacon, reprising his role from the 1990 feature film by the same name, shot in Albuquerque through mid-November, employing about 230 New Mexico crew members and 300 local background performers.

✚ On January 31, 2018, Sprouts will open its sixth Albuquerque location, at the new Andalucia Center development near Coors Boulevard and Moñtano Road, employing about 120 full- and part-time workers.

VALENCIA COUNTY

✚ Facebook announced plans to triple the size of its Los Lunas data center to include six buildings, likely keeping 800 to 1,000 construction workers per day on site through 2023. Company officials expect the facility to employ about 300 permanent workers at full operation.

TORRANCE COUNTY

✚ Peak construction created about 500 jobs at Avangrid

Renewables’ massive El Cabo Wind Farm, a 298-megawatt facility in central Torrance County that was expected to be fully operational by the end of 2017, employing 17 permanent workers.

Eastern Workforce Region

CHAVES COUNTY

✚ USA Beef Packing opened a beef processing plant, believed to be the only one of its kind in New Mexico, six miles southeast of Roswell at the site formerly occupied by Pecos Valley Meat. The operation will employ 57 people within two years.

EDDY COUNTY

✚ By June 2018, Summit Midstream Permian LLC will build a natural gas processing plant in Eddy County, near U.S. Highway 62/180, about two miles from the Lea County border. Company officials expect the project to create about 300 construction jobs and 50 permanent positions.

LEA COUNTY

✚ Hobbs’s Center of Recreational Excellence (CORE), a \$63.5 million, state-of-the-art community center, will open in May 2018, next to the Lea County Event Center. Construction has created more than 300 jobs, and the facility will employ about 75 people at full operation.

OTERO COUNTY

✚ Construction is under way at Alamogordo’s White Sands Mall for a standalone Hobby Lobby store that will open in 2018 and employ about 70 people.

— Alamogordo’s Kmart store, located in the White Sands Mall, closed in early September after liquidating its inventory. Kmart had operated in the city for 41 years, and the store recently employed 50 to 99 people, according to the New Mexico Workforce Connection online system.

CURRY COUNTY

— Sears closed its North Plains Mall location in Clovis. The store, which opened in 1958 at 701



Main Street, employs 50 to 99 people, according to the New Mexico Workforce Connection online system.

Northern Workforce Region

SAN MIGUEL COUNTY

✚ The independent feature “Making a Killing,” starring Christopher Lloyd, Michael Jai White, Sally Kirkland, and Mike Starr, was set to film in Las Vegas, N.M., and Montezuma through October, employing 20 New Mexico crew members, 15 resident actors, and 30 local extras.

SANTA FE COUNTY

✚ Chick-fil-A expects to open its first Santa Fe location in early 2018, at the College Plaza South shopping center, on Cerrillos Road near St. Michael’s Drive, employing about 70 people.

✚ The Legacy at Santa Fe, a new 84-unit senior living community located near NM 599 at Avenida Aldea and Camino Botanica, held a hiring event on October 20. The facility will likely employ 40 to 50 people when fully leased.

✚ “The Kid,” a Western starring Vincent D’Onofrio, Ethan Hawke, Dane DeHaan, and Jake Schur, was set to film in Santa Fe from late September through October, employing about 80 New Mexico crew members, 20 resident



actors, and 500 local background performers.

✚ MorningStar Senior Living and Confluent Senior Living are partnering on a new 71,000-square-foot, 85-unit assisted-living and memory-care facility in Santa Fe that will open by fall 2018. A slightly smaller MorningStar community opened last year in Albuquerque, creating about 40 jobs.

Southwestern Workforce Region

DOÑA ANA COUNTY

✚ A four-story, 126-room Courtyard by Marriott hotel is slated to open next to the Las Cruces Convention Center, on 2.7 acres of New Mexico State University land, by the end of 2018, likely employing about 50 people.

✚ Cedar Rapids, Iowa-based TLC Associates, a provider of customer contact services for such clients as Verizon, DirecTV, and Bank of America, will open a call center at the former Sitel

location in Las Cruces, bringing 350 new jobs to the area.

✚ Louisiana-based Raising Cane’s, a fast-food chain with a purposely limited menu focusing on chicken fingers, will open its first New Mexico restaurant by late February 2018 in Las Cruces, at the former Golden Corral location on South Telshor Boulevard, employing about 85 workers.

✚ Sprouts will open its first Las Cruces store, at the former Hastings site on East Lohman Avenue, on February 28, 2018, employing about 120 full- and part-time workers.

GRANT COUNTY

✚ A new Denny’s restaurant opened in Silver City at the former Red Barn Steakhouse location. According to the New Mexico Workforce Connection online system, employment ranges from 20 to 49 people at most existing Denny’s restaurants and from 50 to 99 at several others.

COUNTY EMPLOYMENT & UNEMPLOYMENT

This section provides information on the following three separate labor market measurements for each region and county in New Mexico.

UNEMPLOYMENT RATE

- The most recent unemployment rate available (November 2017) compared to the rate for the same month of the previous year (November 2016), plus rates from January 2010 through the most recent month. All data are not seasonally adjusted.

Source: Local Area Unemployment Statistics (LAUS)

Special Notes

The U.S. Bureau of Labor Statistics (BLS) produce labor force estimates back to January 1990 for counties. This review includes data from January 2011 and beyond only. The 2015 LAUS program redesign included several improvements to estimation methodology that resulted in series breaks between December 2009 and January 2010 for many substate areas. For more information on the improvements, visit <http://www.bls.gov/lau/lauschanges2015.htm>.

Note that percentage changes in year-over-year employment can appear significantly large in small counties. A small county's population and employment size contribute to more drastic percentage changes, while numerical changes remain small. It is important to be aware that year-over-year employment fluctuations across months are typically expected, often in relation to seasonality and other factors.

EMPLOYMENT

- The most recent employment estimate available (November 2017) compared to the estimate for the same month of the previous year (November 2016), plus the over-the-year change in the estimate from January 2011 through the most recent month. The over-the-year changes for the reference month in the most recent three years are also provided. All data are not seasonally adjusted.

Source: Local Area Unemployment Statistics (LAUS)

AVERAGE WEEKLY WAGES:

- The most recent average weekly wage (second quarter 2017) compared to the wage for the same quarter of the previous year (second quarter 2016).

Source: Quarterly Census of Employment and Wages (QCEW)



CENTRAL WORKFORCE REGION

Fast Facts

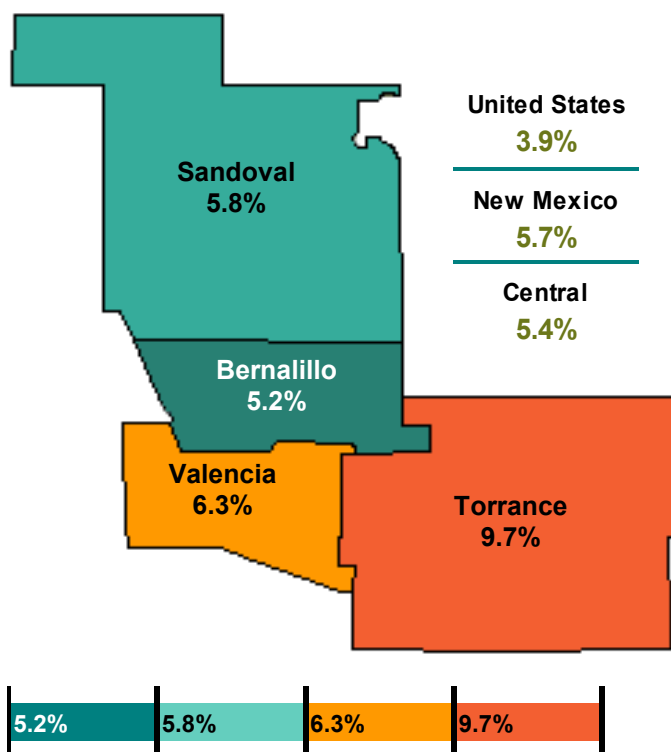
- The Central Region's November 2017 unemployment rate was down 0.5 percentage point from November 2016. The region had the second lowest unemployment rate (5.4 percent) of the state's four regions.
- The unemployment rate in each of Bernalillo County and Valencia County was down 0.4 percentage point between November 2016 and November 2017. Bernalillo had the lowest rate (5.2 percent) in the region. Valencia's unemployment rate was 6.3 percent.
- The unemployment rate in Sandoval County dropped by 0.6 percentage point to 5.8 percent.
- The unemployment rate increased in Torrance County, by 0.9 percentage point. Torrance also had the highest unemployment rate (9.7 percent) of the Central Region counties and the second-highest rate in the state.
- Employment increased by 1.3 percent in the Central Region between November 2016 and November 2017, with 5,330 more people employed over the year. This was the largest numeric increase reported by any of the regions.
- Employment increased in all four Central Region counties over the year, and growth ranged from 0.9 percent in Sandoval to 1.4 percent in Bernalillo. Employment growth in each county was lower than that reported in November 2016. Job growth in Sandoval County declined the most (1.1 percentage points) from 2.0 percent in November 2016.
- The Central Region's average weekly wage increased by 0.4 percent between the second quarters of 2016 and 2017, reaching \$848. Bernalillo County and Valencia County reported increases in wages (1.2 percent and 9.2 percent, respectively). Sandoval's wage decreased by 11.4 percent, which was more than any other county. Torrance County's wage fell by 1.8 percent.



Unemployment Rates

CENTRAL WORKFORCE REGION

NOVEMBER 2017 Unemployment Rates



*Data are not seasonally adjusted.

Year-to-Year Change in Unemployment Rate

November 2016 Over November 2017

Bernalillo

0.4

United States

0.5

Sandoval

0.6

New Mexico

0.8

Torrance

0.9

Central Region

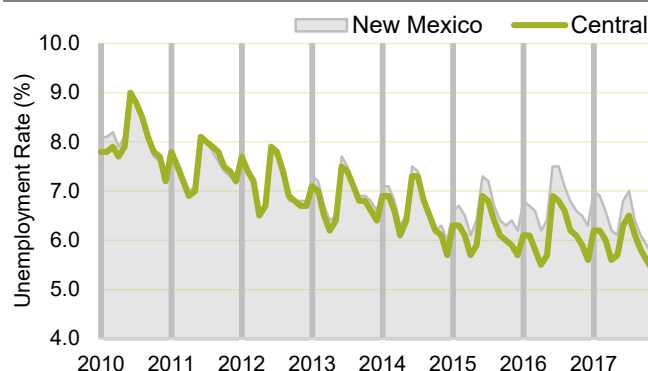
0.5

Valencia

0.4

*in percentage points

Unemployment Rates, Jan 10–Nov 17



Employment, Employment Change, and Wages

Employment Growth

Nov 17 Emp. 408,461

Nov 16

5,330

Nov 17

1.3%

Rank: %Grw

2

Out of 4 regions

Historical OTY Growth

Nov

2014

2015

2016

0.9%

0.9%

1.7%

Wage Growth

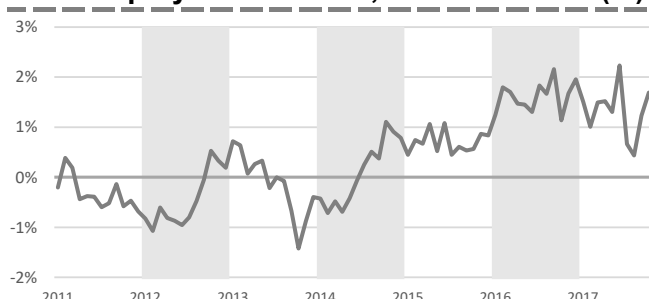
2Q17 Wage \$848

2Q 16

2Q 17

0.4%

OTY Employment Growth, Jan 11–Nov 17 (%)



BERNALILLO

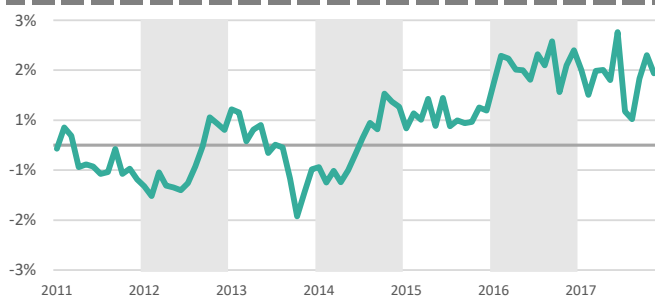
Employment Growth Nov 16 ↑ **4,457**
Nov 17 Emp. 314,843 Nov 17 **1.4%**

Rank: %Grw
9
Out of 33 counties

Historical OTY Growth			
Nov	2014	2015	2016
→	0.9%	0.8%	1.6%

Wage Growth 2Q 16 ↑ **1.2%**
2Q 17 Wage \$865 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



SANDOVAL

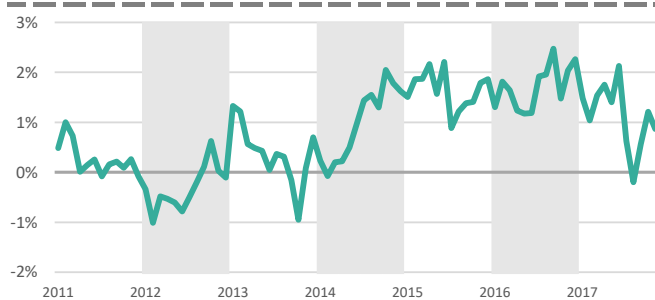
Employment Growth Nov 16 ↑ **514**
Nov 17 Emp. 59,992 Nov 17 **0.9%**

Rank: %Grw
17
Out of 33 counties

Historical OTY Growth			
Nov	2014	2015	2016
→	1.8%	1.8%	2.0%

Wage Growth 2Q 16 ↓ **-11.4%**
2Q 17 Wage \$749 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



TORRANCE

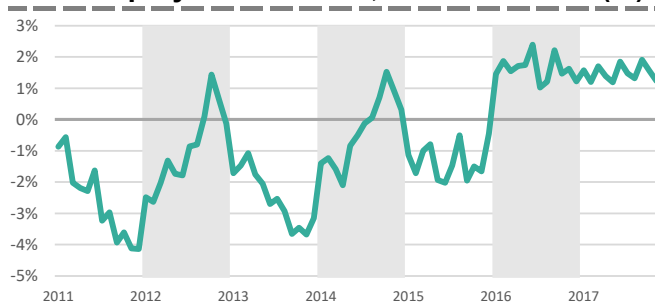
Employment Growth Nov 16 ↑ **63**
Nov 17 Emp. 5,185 Nov 17 **1.2%**

Rank: %Grw
13
Out of 33 counties

Historical OTY Growth			
Nov	2014	2015	2016
→	0.9%	-1.7%	1.6%

Wage Growth 2Q 16 ↓ **-1.8%**
2Q 17 Wage \$717 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



VALENCIA

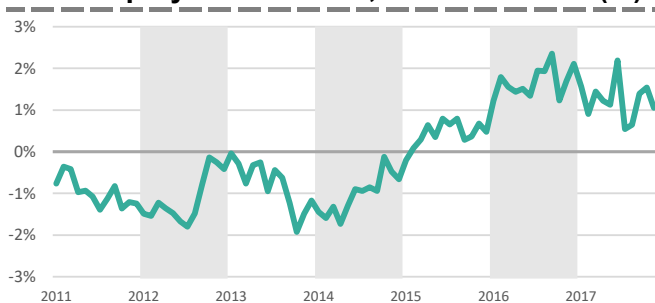
Employment Growth Nov 16 ↑ **296**
Nov 17 Emp. 28,441 Nov 17 **1.1%**

Rank: %Grw
14
Out of 33 counties

Historical OTY Growth			
Nov	2014	2015	2016
→	-0.5%	0.7%	1.7%

Wage Growth 2Q 16 ↑ **9.2%**
2Q 17 Wage \$689 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



EASTERN WORKFORCE REGION

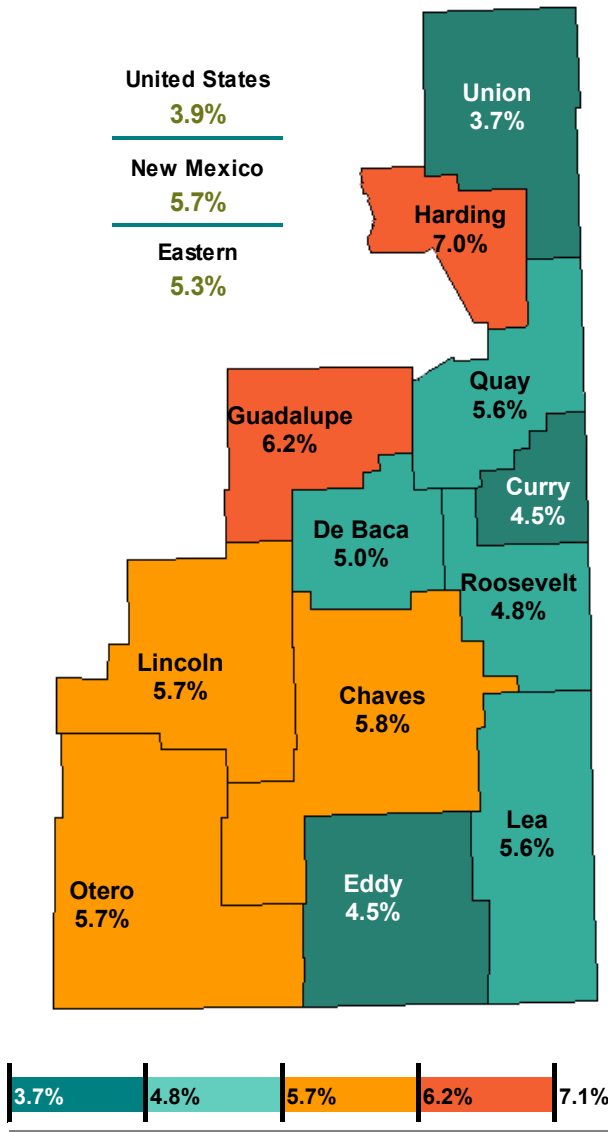
Fast Facts

- The Eastern Region's unemployment rate decreased by 1.3 percentage points from November 2016 to reach 5.3 percent in November 2017. The region had the lowest unemployment rate of all regions.
- As of November 2017, Harding County had the highest unemployment rate (7.0 percent), while Union had the lowest rate (3.7 percent) in the region. Union's rate was also the joint-lowest rate in the state (along with Los Alamos County).
- The unemployment rate fell in all but two of the 12 counties over the year. Unemployment fell the most in Lea County (3.2 percentage points) and Eddy County (2.1 percentage points) and increased in Harding and De Baca Counties (1.0 and 0.3 percentage point, respectively).
- Employment increased in the Eastern Region by 3,073 jobs, which translated to 2.1 percent growth. This was the largest percentage increase of any region.
- Employment increased in eight of the 12 Eastern Region's counties between November 2016 and November 2017. Growth ranged between 0.8 percent in Harding County and 8.2 percent in Lea County. Lea County's growth rate was the highest reported by any county in the state.
- Lea County and Eddy County saw the largest gains in jobs in the region. Lea County added 1,991 jobs, Eddy County added 1,254 jobs (up 4.8 percent). Of the eastern counties that reported a decline in employment over the year, losses ranged from 0.9 percent (Quay) to 3.6 percent (Guadalupe).
- Average weekly wages grew in seven of the 12 Eastern Region counties between the second quarters of 2016 and 2017. The region's wage increased by 4.1 percent to reach \$810. Wages grew the most in Harding County, by 15.5 percent. This resulted in an average weekly wage of \$717 in the second quarter of 2017. The highest wages in the region were in Eddy County (\$1,032) and Lea County (\$936). These also represented the second- and third-highest wages in the state.



Unemployment Rates

NOVEMBER 2017 Unemployment Rates



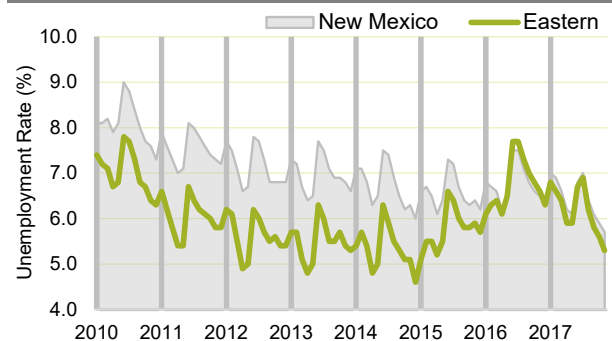
Year-to-Year Change in Unemployment Rate

November 2016 Over November 2017

Chaves	0.9	Otero	0.4
Curry	0.7	Quay	0.9
De Baca	0.3	Roosevelt	0.6
Eddy	2.1	Union	0.7
Guadalupe	0.9	United States	0.5
Harding	1.0	New Mexico	0.8
Lea	3.2	Eastern Region	1.3
Lincoln	0.3		

**in percentage points*

Unemployment Rates, Jan 10–Nov 17



Employment, Employment Change, and Wages

EASTERN

Employment Growth Nov 16 ↑ **3,073**
Nov 17 Emp. 147,352 Nov 17 **2.1%**

Rank: %Grw

1

Out of 4 regions

Historical OTY Growth

Nov

2014

2015

2016

2.5%

-2.4%

-2.3%

Wage Growth

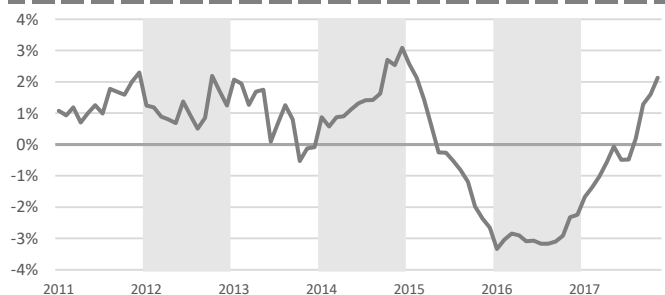
2Q17Wage \$810

2Q 16

2Q 17

4.1%

OTY Employment Growth, Jan 11–Nov 17 (%)



CHAVES

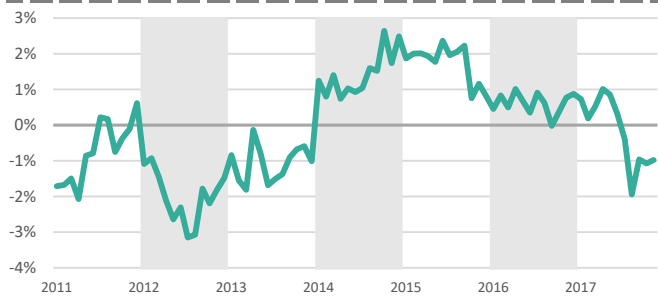
Employment Growth Nov 16 **-256**
Nov 17 Emp. 25,846 Nov 17 **-1.0%**

Rank: %Grw
29
Out of 33 counties

Historical OTY Growth			
Nov	2014	2015	2016
Nov	1.7%	1.2%	0.8%

Wage Growth 2Q 16 **4.0%**
2Q 17 Wage \$677 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



CURRY

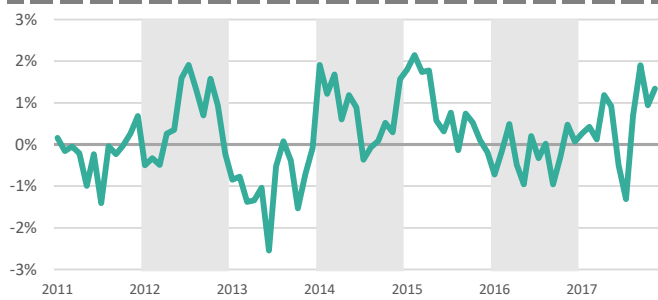
Employment Growth Nov 16 **278**
Nov 17 Emp. 21,017 Nov 17 **1.3%**

Rank: %Grw
11
Out of 33 counties

Historical OTY Growth			
Nov	2014	2015	2016
Nov	0.3%	0.1%	0.5%

Wage Growth 2Q 16 **4.9%**
2Q 17 Wage \$721 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



DE BACA

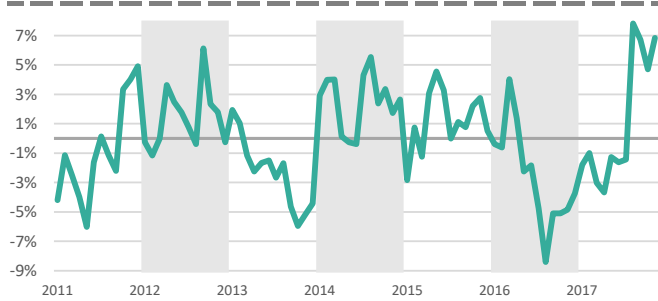
Employment Growth Nov 16 **51**
Nov 17 Emp. 798 Nov 17 **6.8%**

Rank: %Grw
2
Out of 33 counties

Historical OTY Growth			
Nov	2014	2015	2016
Nov	1.7%	2.7%	-4.8%

Wage Growth 2Q 16 **-1.6%**
2Q 17 Wage \$621 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



EDDY

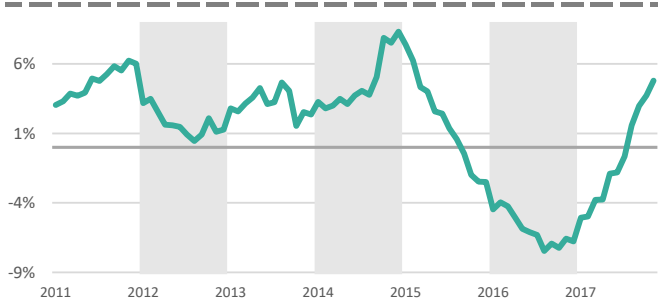
Employment Growth Nov 16 **1,254**
Nov 17 Emp. 27,406 Nov 17 **4.8%**

Rank: %Grw
3
Out of 33 counties

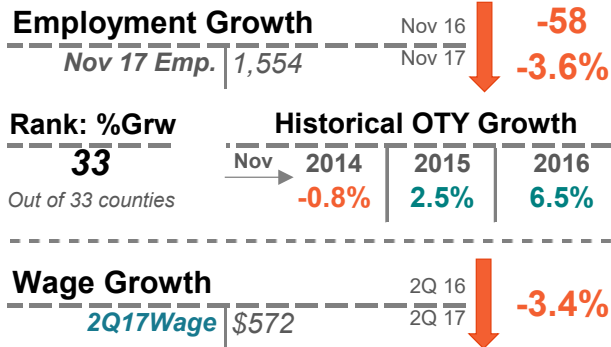
Historical OTY Growth			
Nov	2014	2015	2016
Nov	7.5%	-2.5%	-6.6%

Wage Growth 2Q 16 **3.4%**
2Q 17 Wage \$1,032 2Q 17

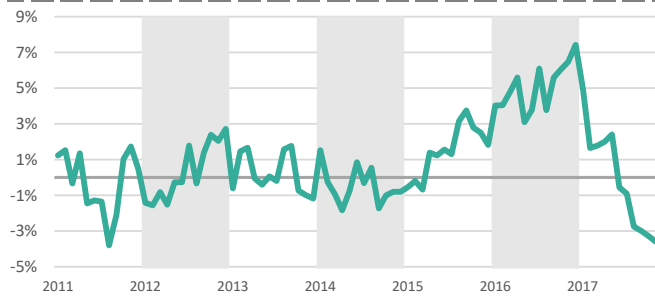
OTY Employment Growth, Jan 11–Nov 17 (%)



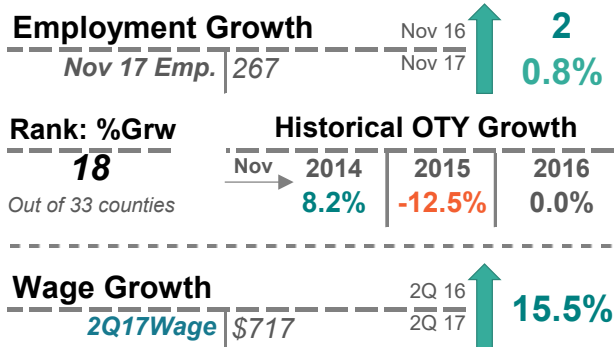
GUADALUPE



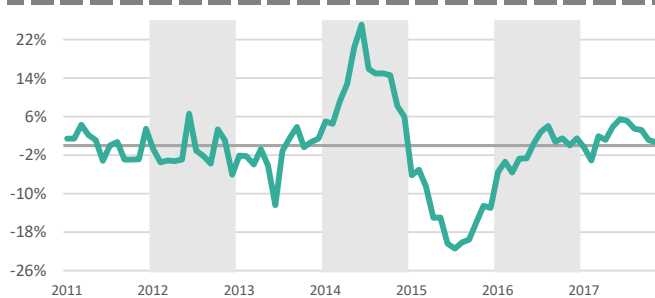
OTY Employment Growth, Jan 11–Nov 17 (%)



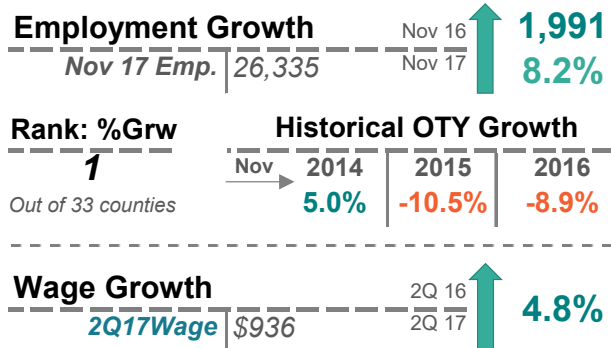
HARDING



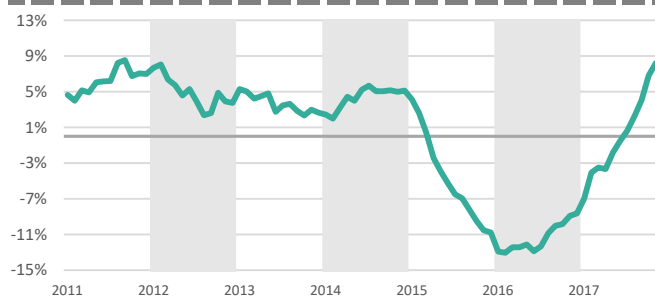
OTY Employment Growth, Jan 11–Nov 17 (%)



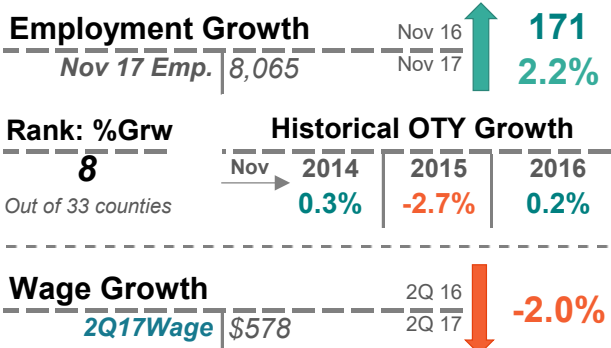
LEA



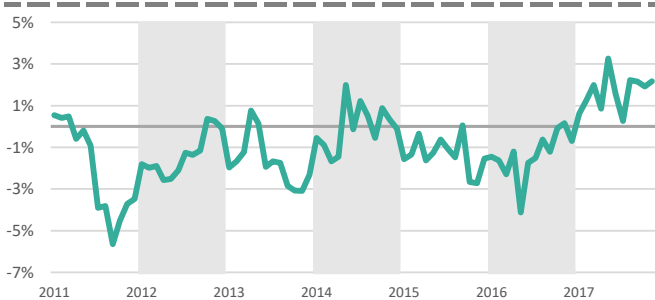
OTY Employment Growth, Jan 11–Nov 17 (%)



LINCOLN



OTY Employment Growth, Jan 11–Nov 17 (%)



OTERO

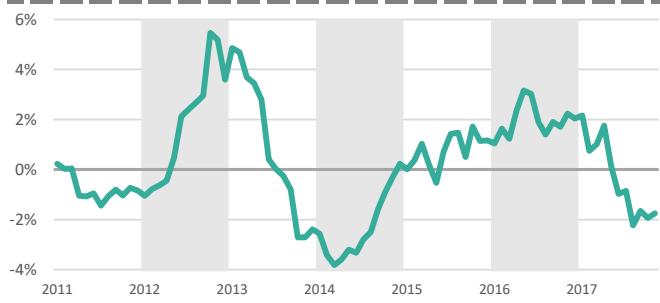
Employment Growth Nov 16 **-422**
Nov 17 Emp. 23,583 Nov 17 **-1.8%**

Rank: %Grw
30
Out of 33 counties

Historical OTY Growth
Nov 2014 **-0.3%** 2015 **1.1%** 2016 **2.2%**

Wage Growth 2Q 16 **5.2%**
2Q 17 Wage \$708

OTY Employment Growth, Jan 11–Nov 17 (%)



QUAY

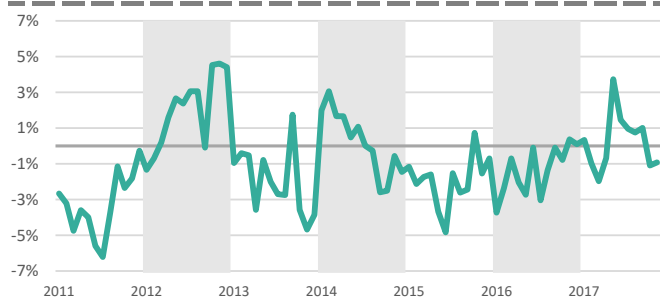
Employment Growth Nov 16 **-28**
Nov 17 Emp. 2,990 Nov 17 **-0.9%**

Rank: %Grw
28
Out of 33 counties

Historical OTY Growth
Nov 2014 **-0.6%** 2015 **-1.5%** 2016 **0.4%**

Wage Growth 2Q 16 **0.5%**
2Q 17 Wage \$615

OTY Employment Growth, Jan 11–Nov 17 (%)



ROOSEVELT

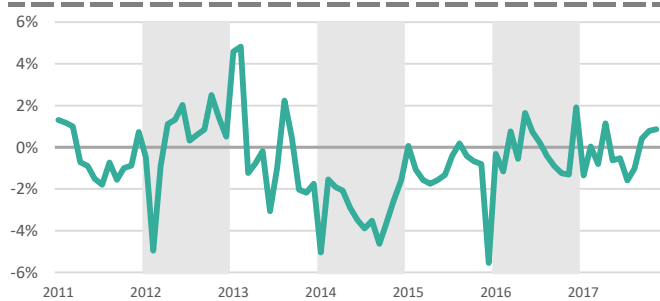
Employment Growth Nov 16 **66**
Nov 17 Emp. 7,679 Nov 17 **0.9%**

Rank: %Grw
16
Out of 33 counties

Historical OTY Growth
Nov 2014 **-2.5%** 2015 **-0.8%** 2016 **-1.3%**

Wage Growth 2Q 16 **-0.3%**
2Q 17 Wage \$690

OTY Employment Growth, Jan 11–Nov 17 (%)



UNION

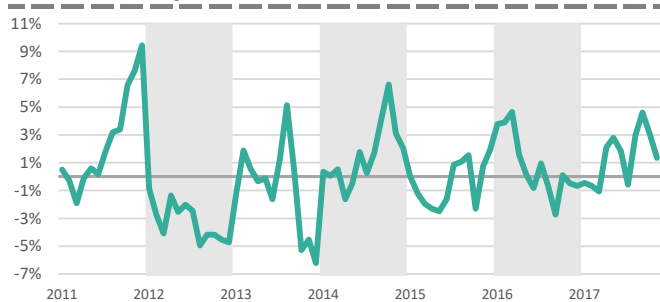
Employment Growth Nov 16 **24**
Nov 17 Emp. 1,812 Nov 17 **1.3%**

Rank: %Grw
10
Out of 33 counties

Historical OTY Growth
Nov 2014 **3.1%** 2015 **0.7%** 2016 **-0.5%**

Wage Growth 2Q 16 **-2.2%**
2Q 17 Wage \$630

OTY Employment Growth, Jan 11–Nov 17 (%)



NORTHERN WORKFORCE REGION

Fast Facts

■ The Northern Region's unemployment rate decreased by 0.8 percentage point from November 2016 to reach 6.1 percent in November 2017.

■ Unemployment rates fell in all ten Northern counties. Declines ranged from 0.1 percentage point in Colfax County to 2.0 percentage points in San Juan County. San Juan County had the third-largest decrease in unemployment rate in the state, following only Lea County and Eddy County, both of which are dependent on the oil industry. McKinley County's rate (8.2 percent) remained the highest in the region and the third-highest in the state.

■ Employment increased by 0.8 percent in the Northern

Region between November 2016 and November 2017, with 1,679 more people employed over the year.

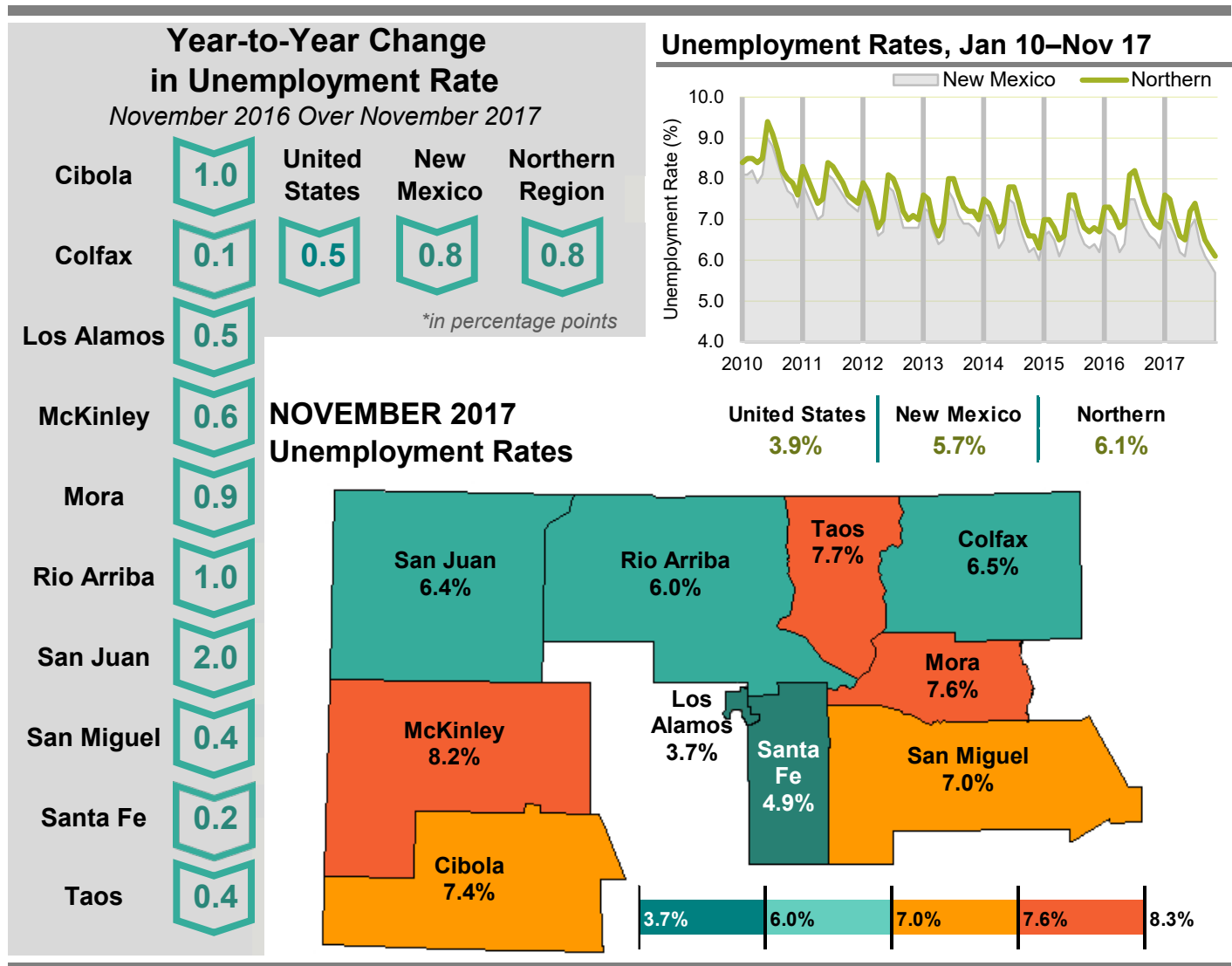
■ Of the ten Northern counties, seven saw employment increase between November 2016 and November 2017. The fastest growth was in Los Alamos and Taos Counties, where employment increased by 3.0 percent and 2.4 percent, respectively. This ranked Los Alamos joint-fourth statewide (with Luna County) for that measure. San Juan and Santa Fe were the top two counties in the region for numeric employment growth and among the top six counties statewide. They added 482 jobs and 371 jobs, respectively.

■ Colfax County reported the largest over-the-year employment loss (100 jobs, or 2.0 percent) in the region.

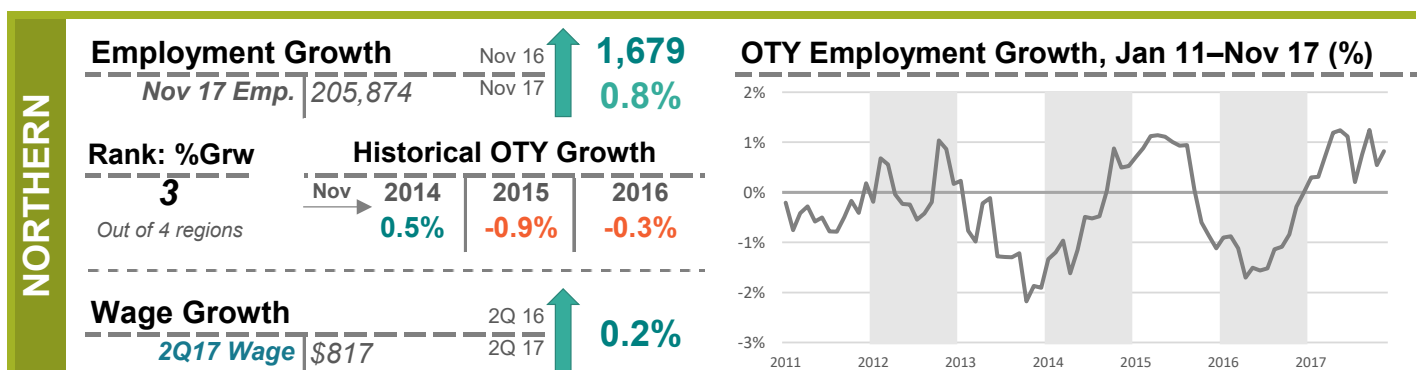
■ Average weekly wages increased in five out of ten Northern counties between the second quarters of 2016 and 2017. Cibola County's wage decreased the most, by 2.4 percent, reaching \$720. Los Alamos' average weekly wage increased the most, by 2.1 percent. This meant its average weekly wage for the second quarter of 2017 was \$1,491, which was the highest in the state. The region's wage grew by 0.2 percent over the year, bringing it to \$817 in the second quarter of 2017.



Unemployment Rates



Employment, Employment Change, and Wages



CIBOLA

Employment Growth Nov 16 **192**
Nov 17 Emp. 8,512 Nov 17 **2.3%**

Rank: %Grw
7

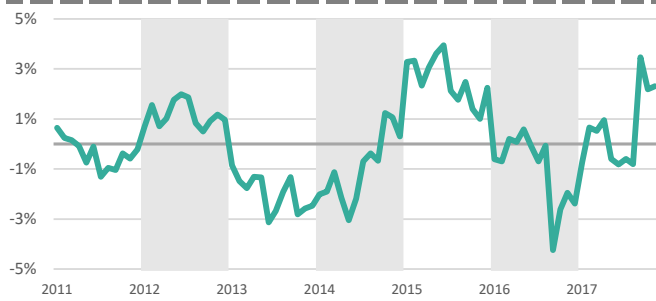
Out of 33 counties

Historical OTY Growth

Nov	2014	2015	2016
Nov	1.1%	1.0%	-2.0%

Wage Growth 2Q 16 **-2.4%**
2Q17 Wage \$720 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



COLFAX

Employment Growth Nov 16 **-100**
Nov 17 Emp. 4,901 Nov 17 **-2.0%**

Rank: %Grw
31

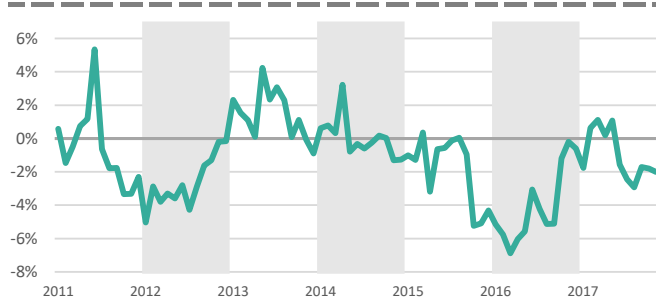
Out of 33 counties

Historical OTY Growth

Nov	2014	2015	2016
Nov	-1.3%	-5.1%	-0.2%

Wage Growth 2Q 16 **1.2%**
2Q17 Wage \$590 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



LOS ALAMOS

Employment Growth Nov 16 **251**
Nov 17 Emp. 8,634 Nov 17 **3.0%**

Rank: %Grw
4

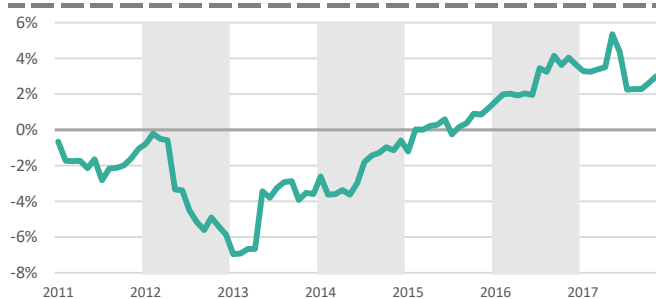
Out of 33 counties

Historical OTY Growth

Nov	2014	2015	2016
Nov	-1.2%	0.9%	4.0%

Wage Growth 2Q 16 **2.1%**
2Q17 Wage \$1,491 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



MCKINLEY

Employment Growth Nov 16 **155**
Nov 17 Emp. 22,472 Nov 17 **0.7%**

Rank: %Grw
20

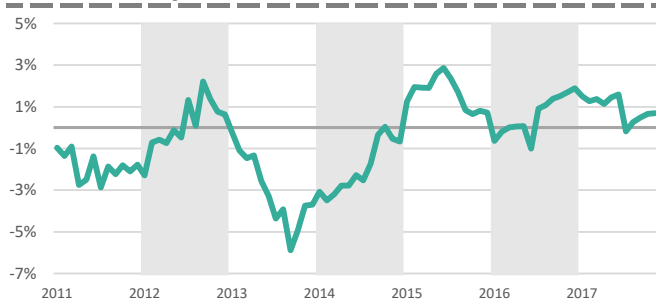
Out of 33 counties

Historical OTY Growth

Nov	2014	2015	2016
Nov	-0.5%	0.8%	1.7%

Wage Growth 2Q 16 **-1.6%**
2Q17 Wage \$663 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



MORA

Employment Growth Nov 16 **-17**
Nov 17 Emp. 2,009 Nov 17 **-0.8%**

Rank: %Grw
27

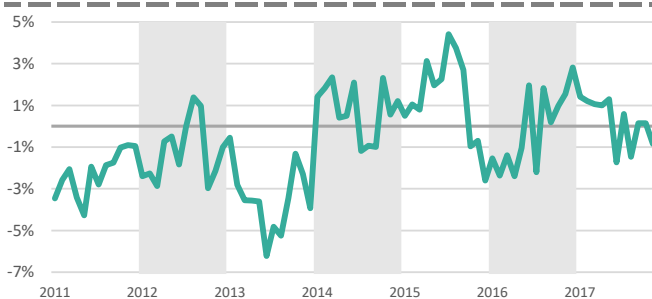
Out of 33 counties

Historical OTY Growth

Nov	2014	2015	2016
→	0.6%	-0.7%	1.6%

Wage Growth 2Q 16 **1.6%**
2Q 17 Wage \$622 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



RIO ARRIBA

Employment Growth Nov 16 **112**
Nov 17 Emp. 15,600 Nov 17 **0.7%**

Rank: %Grw
19

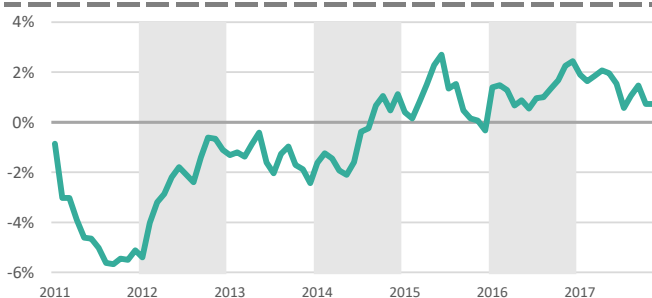
Out of 33 counties

Historical OTY Growth

Nov	2014	2015	2016
→	0.5%	0.1%	2.3%

Wage Growth 2Q 16 **1.0%**
2Q 17 Wage \$634 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



SAN JUAN

Employment Growth Nov 16 **482**
Nov 17 Emp. 49,512 Nov 17 **1.0%**

Rank: %Grw
15

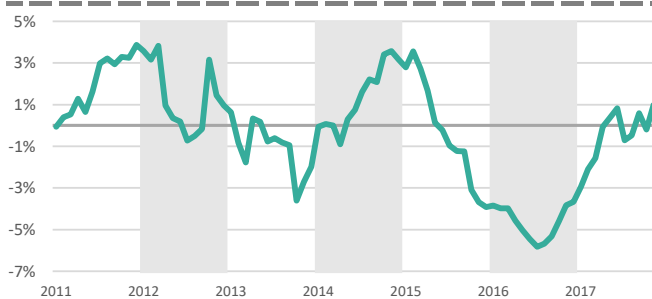
Out of 33 counties

Historical OTY Growth

Nov	2014	2015	2016
→	3.6%	-3.7%	-3.8%

Wage Growth 2Q 16 **0.6%**
2Q 17 Wage \$840 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



SAN MIGUEL

Employment Growth Nov 16 **-86**
Nov 17 Emp. 10,176 Nov 17 **-0.8%**

Rank: %Grw
26

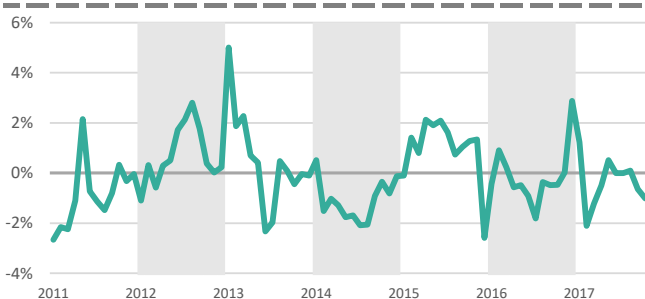
Out of 33 counties

Historical OTY Growth

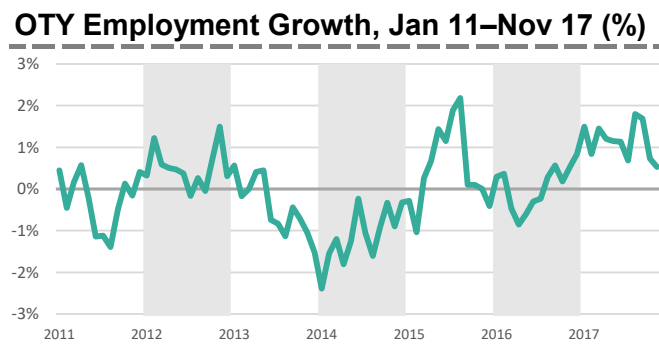
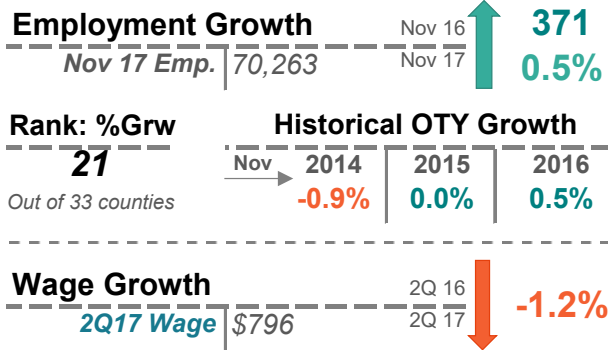
Nov	2014	2015	2016
→	-0.8%	1.3%	0.0%

Wage Growth 2Q 16 **-0.2%**
2Q 17 Wage \$597 2Q 17

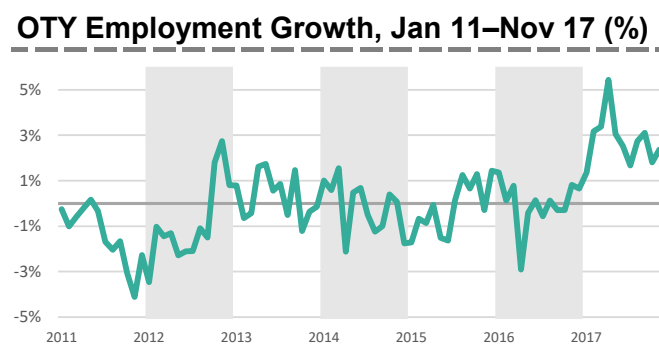
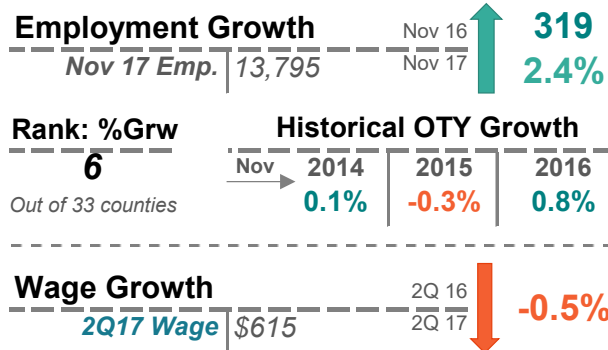
OTY Employment Growth, Jan 11–Nov 17 (%)



SANTA FE



TAOS



SOUTHWESTERN WORKFORCE REGION

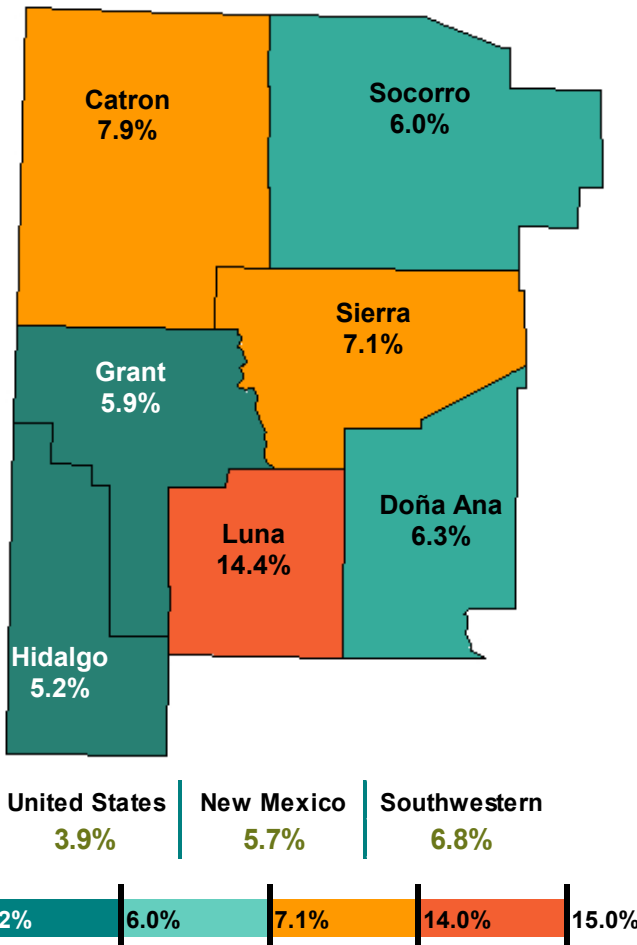
Fast Facts

- The Southwestern Region's unemployment rate decreased by 0.6 percentage point from November 2016, settling at 6.8 percent in November 2017. Although its rate has generally been trending downward since mid-2010, the Southwestern Region still had the highest unemployment rate of all regions in November 2017.
- Six of the seven Southwestern Region counties saw their unemployment rate drop between November 2016 and November 2017 (Hidalgo County's unemployment rate increased by 0.3 percentage point over the year). Declines ranged from 0.4 percentage point in Doña Ana County to 1.4 percentage points in Luna County. The highest unemployment rate in the region, as well as in the state, was reported by Luna County and hit 14.4 percent.
- Employment increased by 0.1 percent in the Southwestern Region between November 2016 and November 2017, with 92 more people employed over the year.
- Three of the region's seven counties experienced an increase in employment between November 2016 and November 2017. Luna recorded the largest numeric increase, at 244 jobs, and the largest percentage increase, at 2.6 percent. Catron County, up 0.2 percent, and Sierra County, up 1.3 percent, were the other counties with increases.
- Employment fell by the largest amount in Hidalgo County, which lost 72 jobs over the year. The county's percentage loss (3.4 percent) represented the second-largest loss of all counties (after Guadalupe County).
- Average weekly wages in the Southwestern Region increased by 3.5 percent over the year, reaching \$715 in the second quarter of 2017. Every county in the region, except for Catron and Grant, saw its wage grow over the year, with increases ranging from 0.6 percent in Hidalgo, with a wage of \$693, to 7.8 percent in Sierra, with a wage of \$610. Average weekly wages decreased the most in Grant County. The county's wage fell by 1.9 percent to \$790.



Unemployment Rates

NOVEMBER 2017 Unemployment Rates

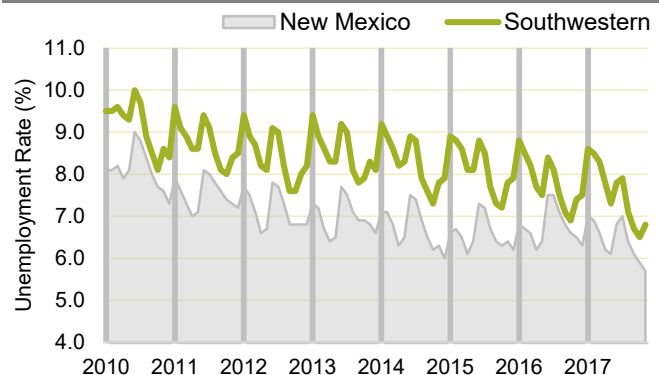


Year-to-Year Change in Unemployment Rate

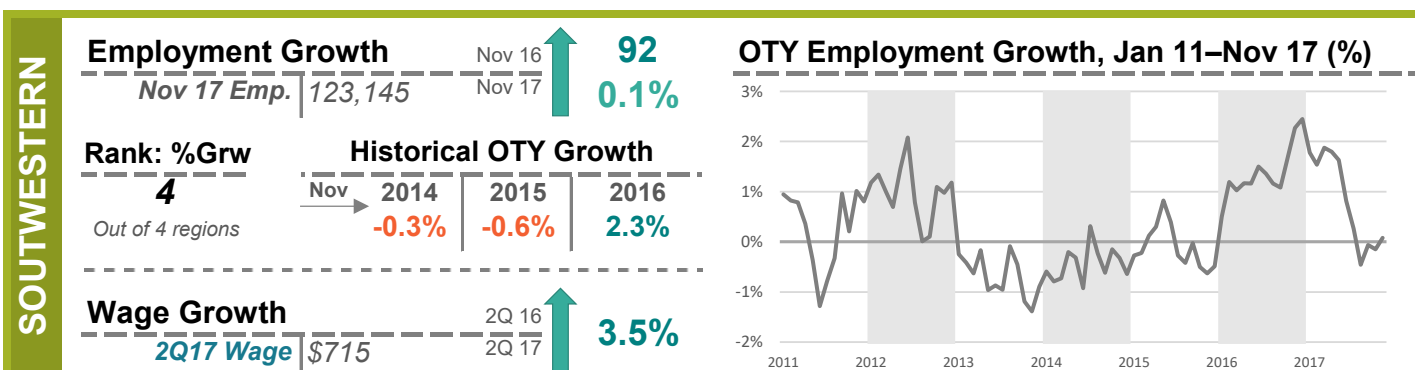
November 2016 Over November 2017



Unemployment Rates, Jan 10–Nov 17



Employment, Employment Change, and Wages



CATRON

Employment Growth

Nov 17 Emp. | 1,066

Nov 16 ↑ 2
Nov 17 0.2%

Rank: %Grw

22

Out of 33 counties

Historical OTY Growth

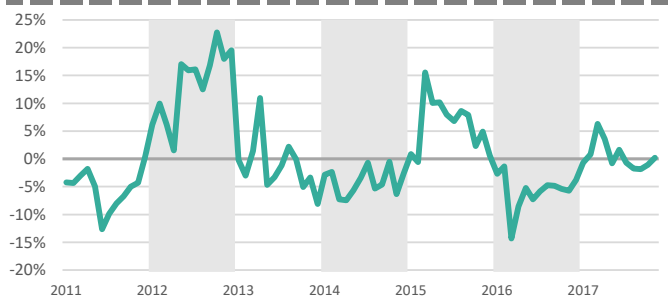
Nov	2014	2015	2016
→	-6.4%	4.9%	-5.8%

Wage Growth

2Q17 Wage | \$587

2Q 16 ↓ -1.7%
2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



DOÑA ANA

Employment Growth

Nov 17 Emp. | 89,869

Nov 16 ↓ -80
Nov 17 -0.1%

Rank: %Grw

24

Out of 33 counties

Historical OTY Growth

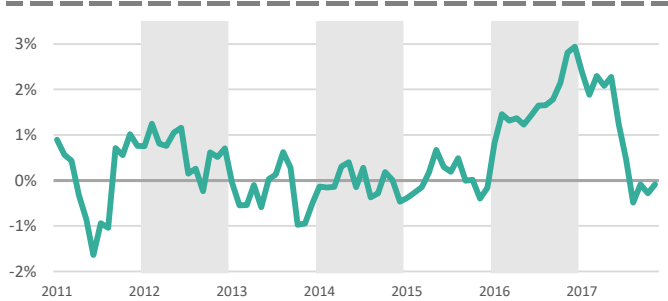
Nov	2014	2015	2016
→	0.0%	-0.4%	2.8%

Wage Growth

2Q17 Wage | \$724

2Q 16 ↑ 4.3%
2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



GRANT

Employment Growth

Nov 17 Emp. | 11,679

Nov 16 ↓ -46
Nov 17 -0.4%

Rank: %Grw

25

Out of 33 counties

Historical OTY Growth

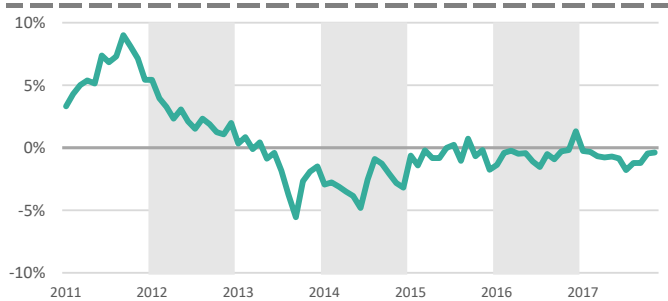
Nov	2014	2015	2016
→	-2.8%	-0.2%	-0.2%

Wage Growth

2Q17 Wage | \$760

2Q 16 ↓ -1.9%
2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



HIDALGO

Employment Growth

Nov 17 Emp. | 2,023

Nov 16 ↓ -72
Nov 17 -3.4%

Rank: %Grw

32

Out of 33 counties

Historical OTY Growth

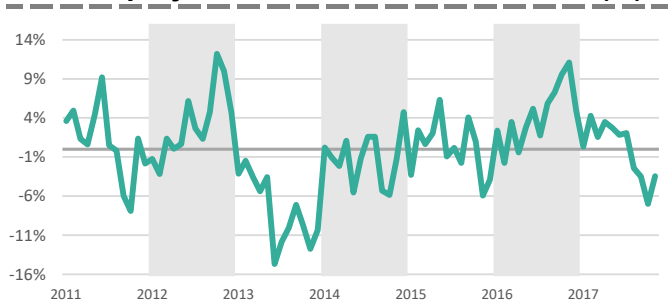
Nov	2014	2015	2016
→	-1.3%	-5.9%	11.1%

Wage Growth

2Q17 Wage | \$693

2Q 16 ↑ 0.6%
2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



LUNA

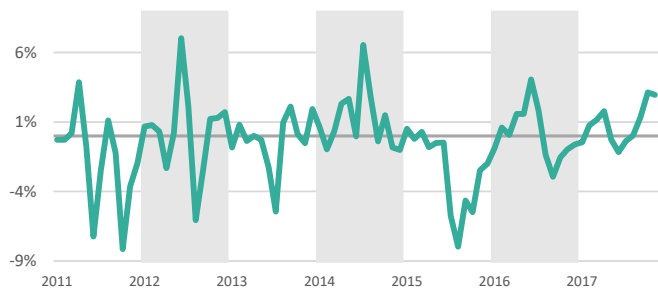
Employment Growth Nov 16 ↑ **244**
Nov 17 Emp. 8,467 Nov 17 **3.0%**

Rank: %Grw
5
Out of 33 counties

Historical OTY Growth
Nov 2014 | 2015 | 2016
→ **-0.8%** | **-2.5%** | **-1.0%**

Wage Growth 2Q 16 ↑ **1.6%**
2Q 17 Wage \$636 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



SIERRA

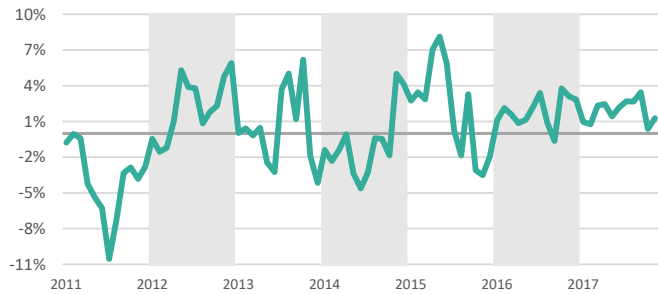
Employment Growth Nov 16 ↑ **48**
Nov 17 Emp. 3,838 Nov 17 **1.3%**

Rank: %Grw
12
Out of 33 counties

Historical OTY Growth
Nov 2014 | 2015 | 2016
→ **5.0%** | **-3.5%** | **3.1%**

Wage Growth 2Q 16 ↑ **7.8%**
2Q 17 Wage \$610 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)



SOCORRO

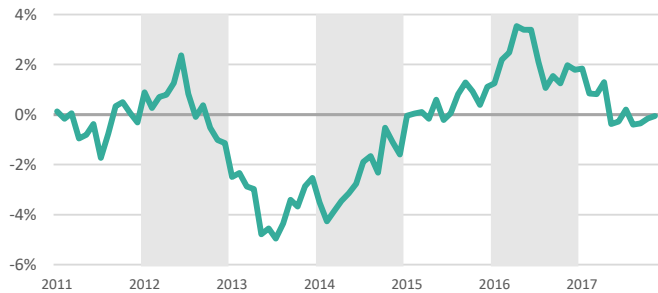
Employment Growth Nov 16 ↓ **-4**
Nov 17 Emp. 6,203 Nov 17 **-0.1%**

Rank: %Grw
23
Out of 33 counties

Historical OTY Growth
Nov 2014 | 2015 | 2016
→ **-1.1%** | **0.4%** | **2.0%**

Wage Growth 2Q 16 ↑ **2.6%**
2Q 17 Wage \$712 2Q 17

OTY Employment Growth, Jan 11–Nov 17 (%)





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