

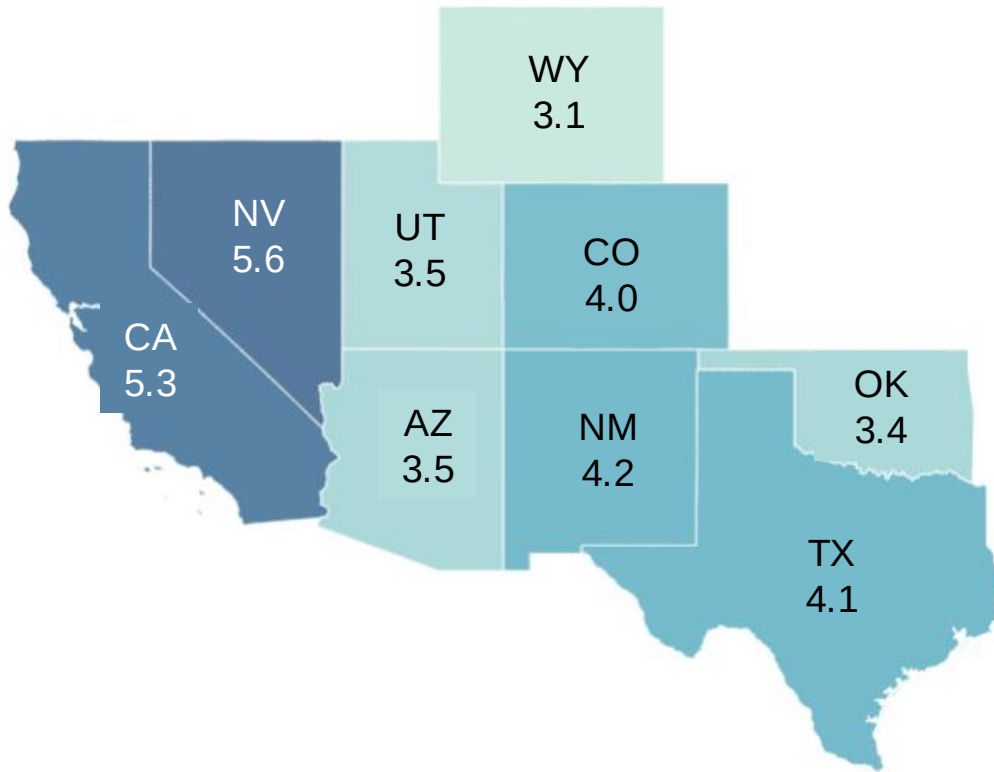
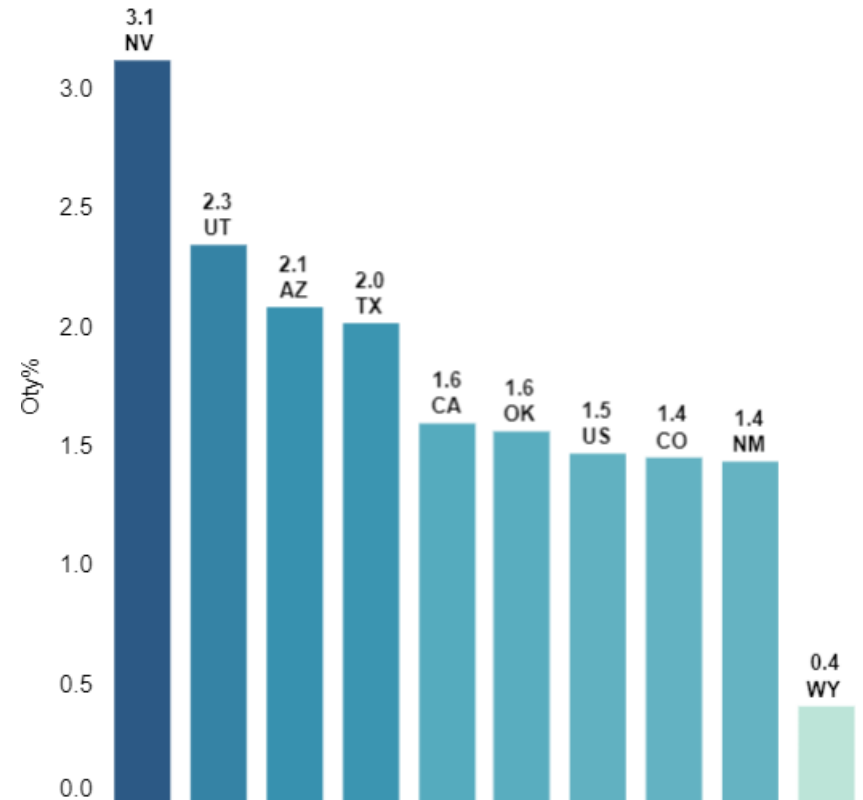


BUILDING NEW MEXICO'S WATER WORKFORCE BENCH

**NM WRRRI Conference –
November 2024**

Sarita Nair, Cabinet Secretary

REGIONAL UNEMPLOYMENT AND JOB GROWTH

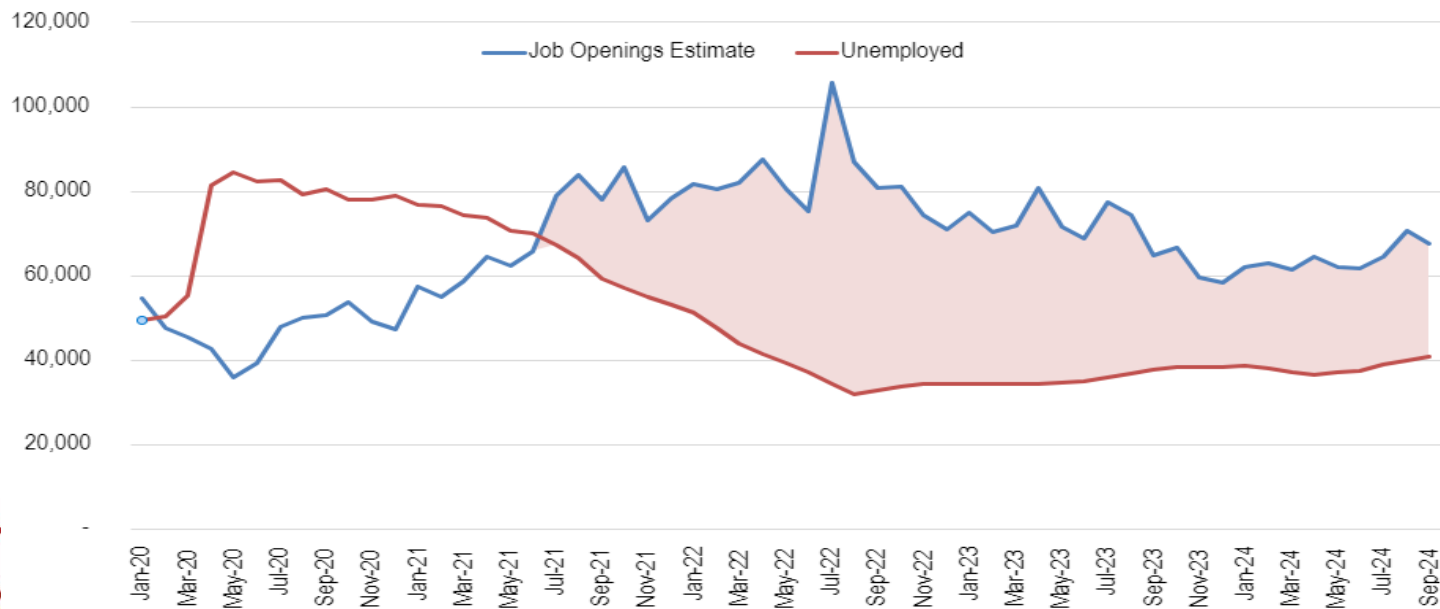


Source – Bureau of Labor Statistics – September 2024

ESTIMATED EMPLOYMENT GAP



September 2024
Employment: 888,700



Sept 2024 Estimated
Employment Gap:
26,826

Sept 2024
Unemployed:
40,902



NEW MEXICO HEAVY CONSTRUCTION SECTOR

+1,500

OTY growth in
jobs in
Construction
(+2.0%)

\$1,340

Average NM
Weekly Wage

796

Statewide
Establishments

15,047

Average NM
Employment



Source – Quarterly Census of Employment & Wages, Q1 2024



NEW MEXICO ENVIRO. QUALITY SECTOR

3,300

OTY growth in
jobs in
Government
Sector
(+1.8%)

\$1,444

Average NM
Weekly Wage

221

Statewide
Establishments

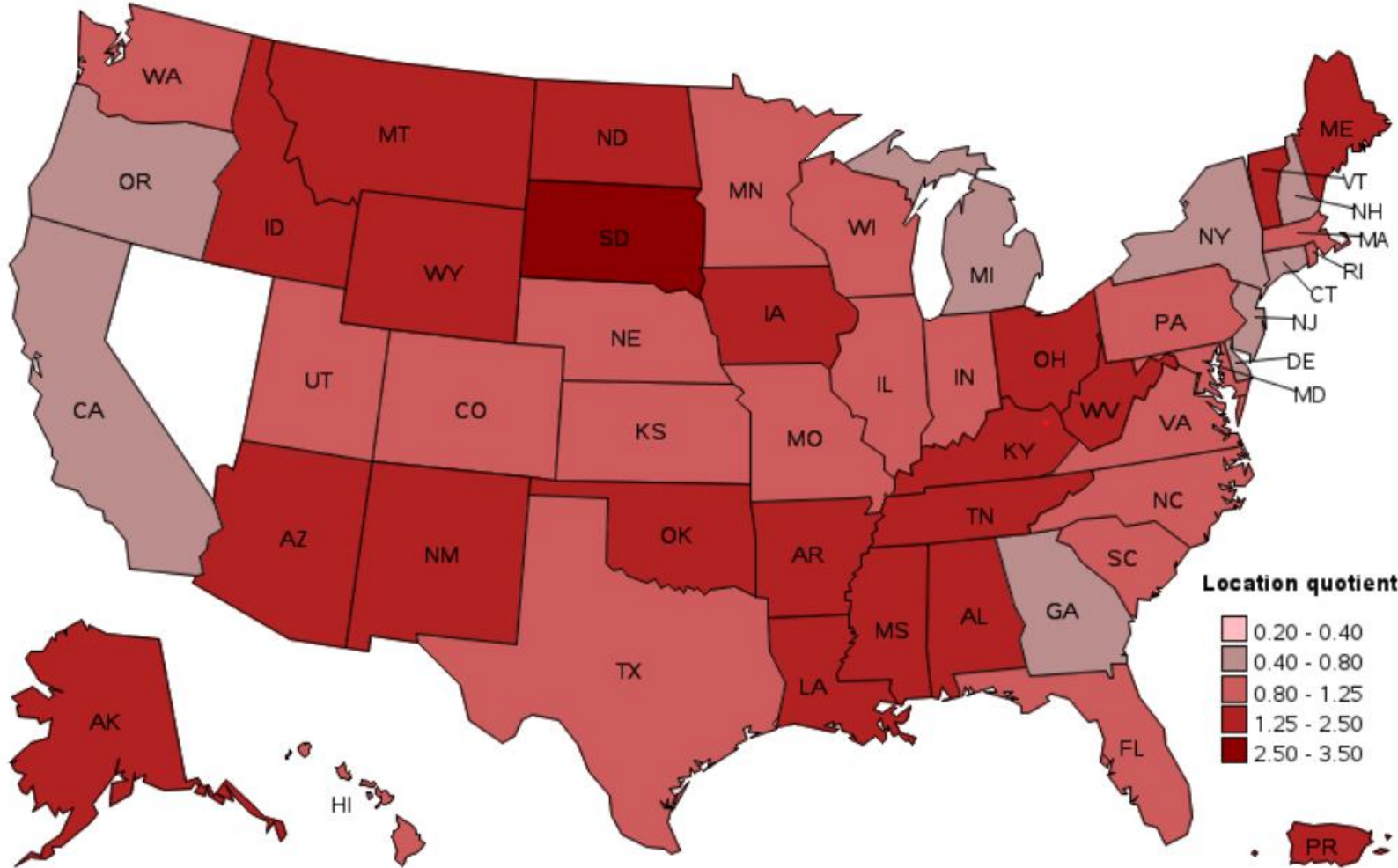
6,708

Average NM
Employment



Source – Quarterly Census of Employment & Wages, Q1 2024

LQ – WATER & WASTEWATER TREATMENT PLANT & SYS. OPERATORS



*Bureau of Labor
Statistics – May 2023*



DATA LESSONS



Good News



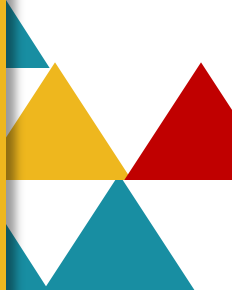
We are actually doing a little better than some other states when it comes to some aspects of the water workforce



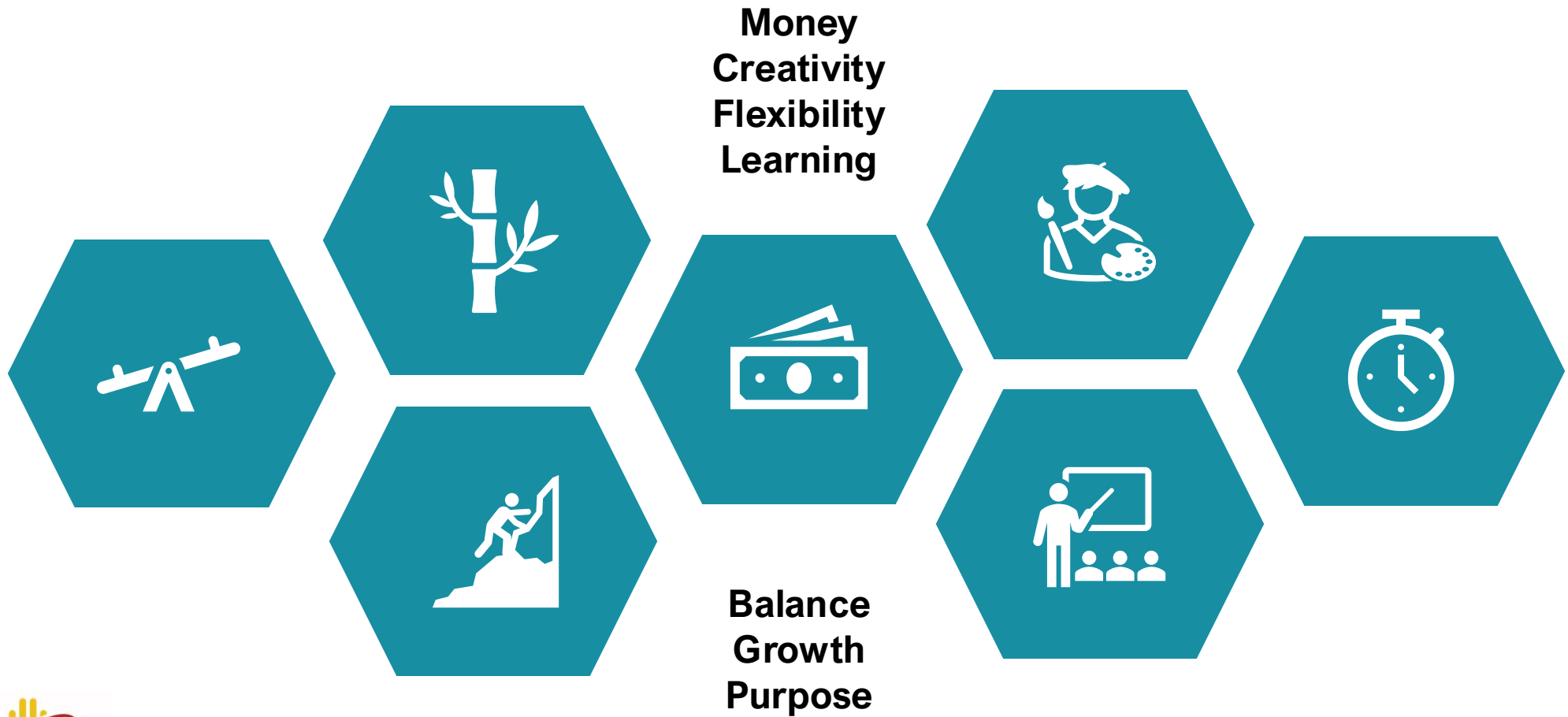
Bad News

Still not enough workers

Competition with other industries



MODERN WORKFORCE EXPECTATIONS





CENTER PEOPLE

People First

Mission Always

Every organization is now in two businesses: their substantive business and talent management. You can't be successful at either unless you are successful at both.



CENTER MISSION

Tours of Duty



Purpose Learning

Mission Mentors



Seeing Impact

EMBRACE THE FUTURE



65%

of children entering primary school today will end up working in completely new job types that don't yet exist

1 billion

People globally are estimated to **need reskilling by 2030** because of technology's impacts on work

Over the next 2 years, **48%** of the total global workforce will **work in a mobile or hybrid arrangement**

GET INVOLVED



Natural
Resources
Management and
Climate
Resilience Sector
Plans



Powering Climate
& Infrastructure
Careers Grant



Building,
Energizing and
Connecting
Communities
through
Apprenticeship