

Research Completed:

Secondary data analysis

60 + Interviews (employers,
miners, service providers,
cost of living)

10 Focus groups and meetings with
stakeholder groups

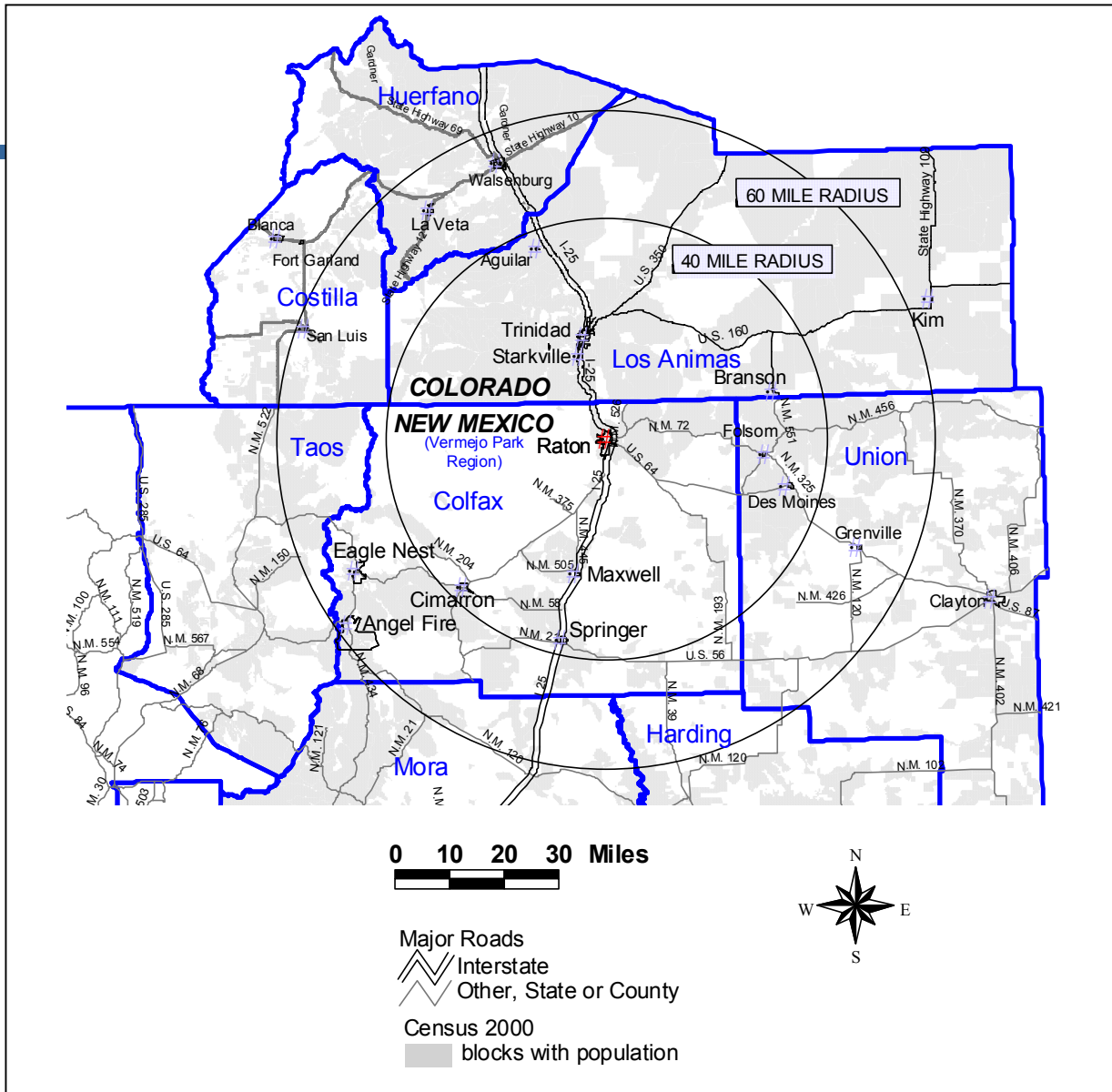
360 Employers surveyed (147
completed)

Discussion Points:

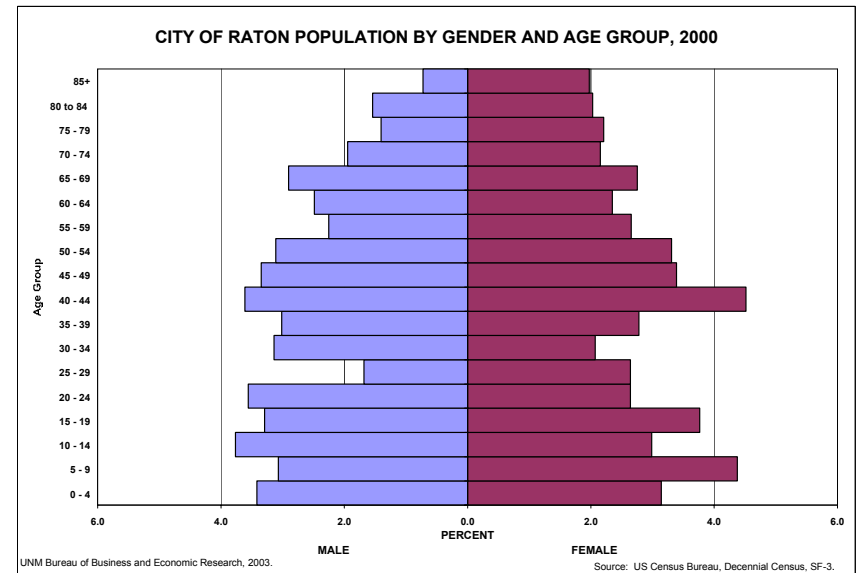
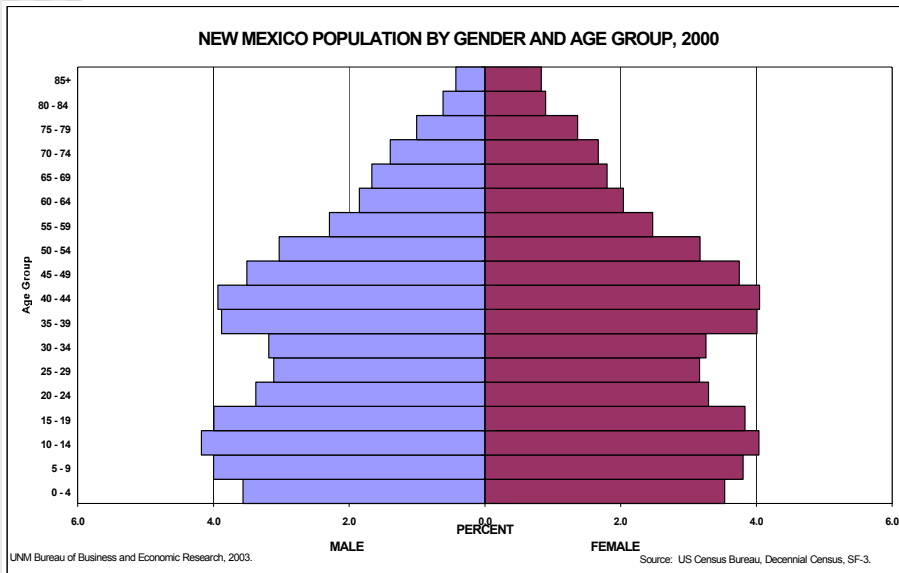
1. Local labor force
2. Local employers
3. Supply / demand gap

LOCAL LABOR FORCE

Raton's Labor Market Area

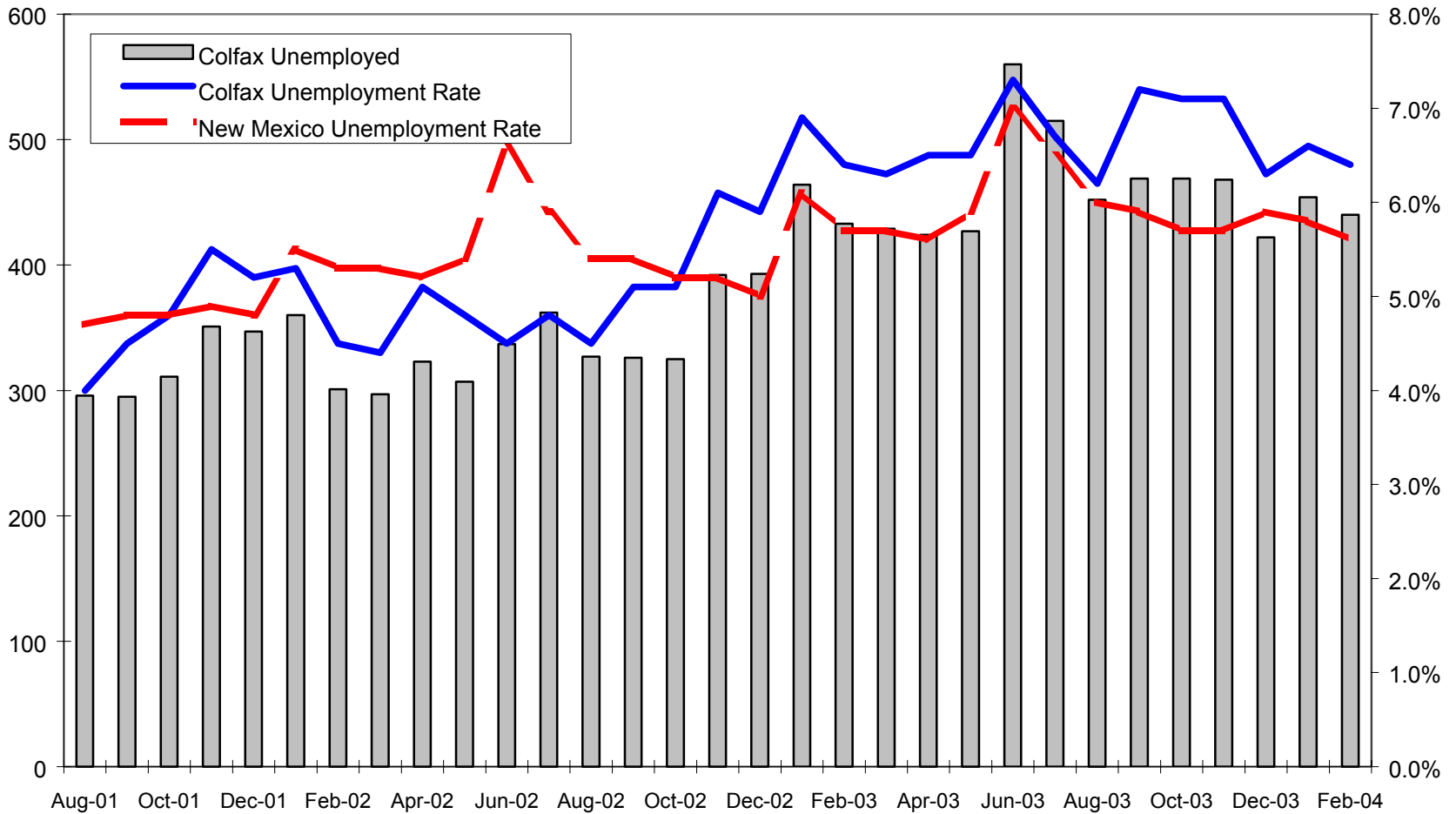


Raton's population is aging



Median Age in 2000:
New Mexico - 34.6 years
Raton - 39.7 years

COLFAX COUNTY NUMBER OF UNEMPLOYED PERSONS AND COLFAX AND NEW MEXICO UNEMPLOYMENT RATES, AUGUST 2001 - FEBRUARY 2004¹



¹ - February 2004 labor force and unemployment rate are preliminary.
UNM Bureau of Business and Economic Research. 2004.

Source: New Mexico Department of Labor, Table A, March,

Unemployment in Raton (2000)

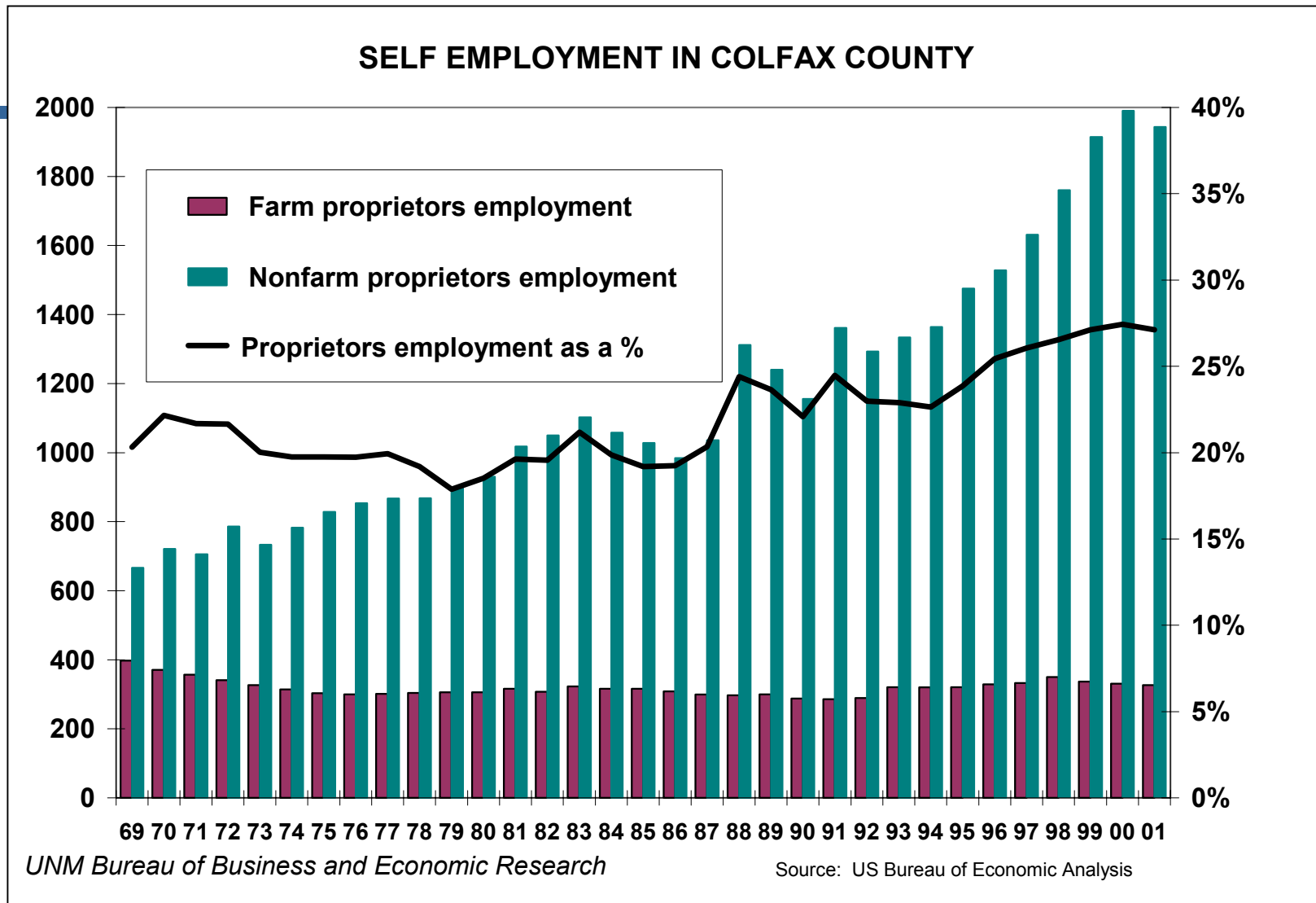
- 16 – 19 year old - large in number though, but when compared to NM are more likely to participate and less likely to be unemployed
- 20 - 44 - almost 60% of Raton's unemployed
- 55 – 64 – few, but compared to NM are more likely to be unemployed and has likely increased due to the mine closure.

York Canyon Miners

Employees laid off	115
Employees still in Raton area	94
Currently employed	53
Currently unemployed	18
Unemployment rate	25.4%

The information in this table is not directly comparable to statistics published by the New Mexico or US Departments of Labor. Total number of employees laid-off from mine in 2002 - 2003. Not in labor force includes persons who are retired, disabled, enrolled in school, or otherwise not looking for work.

Proprietors - over 25% of Colfax County employment



Colfax County wages are low

The average Colfax County employee earns under \$400 weekly. This equals:

- 75% of wages statewide
- 60% of wages national

Local labor force skill strengths:

- “Hands on skills” – mfg, production, and construction
- Mechanical skills – repair, equipment operators
- Technical skills –Stolar and El Paso
- Visual and performing arts
- Outdoor activities

Summary: Local Labor Supply

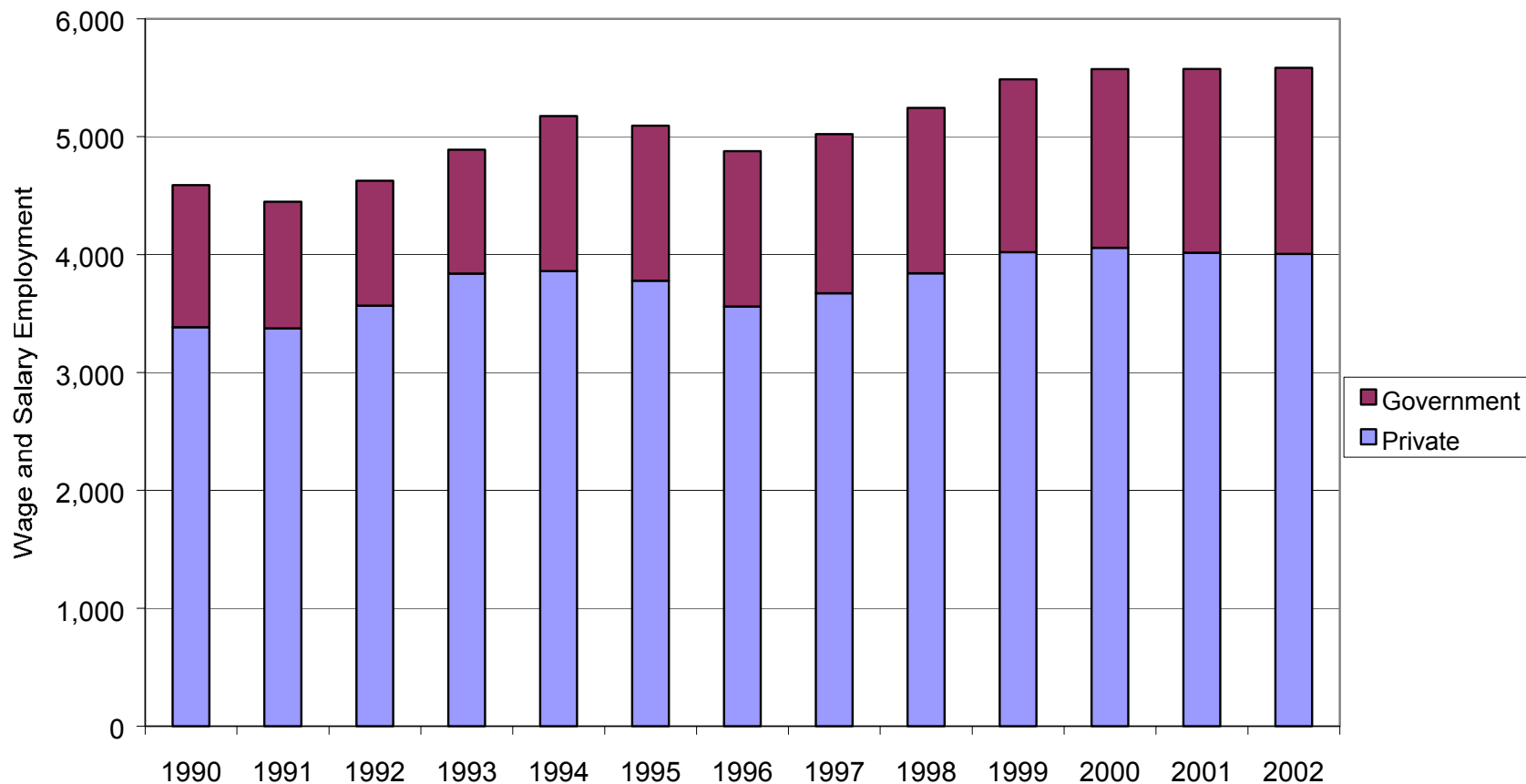
- 12,000 labor force participants in Raton's labor market area
- Labor force supply is elastic in size, type, and quality
- Colfax County's unemployment rate has been increasing slowly
- The number of proprietors has been growing
- Strengths include "hands on skills", mechanical, technical, arts, and outdoor recreation



LOCAL LABOR DEMAND

Public and Private Sector Employment

TOTAL WAGE AND SALARY EMPLOYMENT IN GOVERNMENT AND PRIVATE EMPLOYERS, COLFAX COUNTY, 1990 - 2002

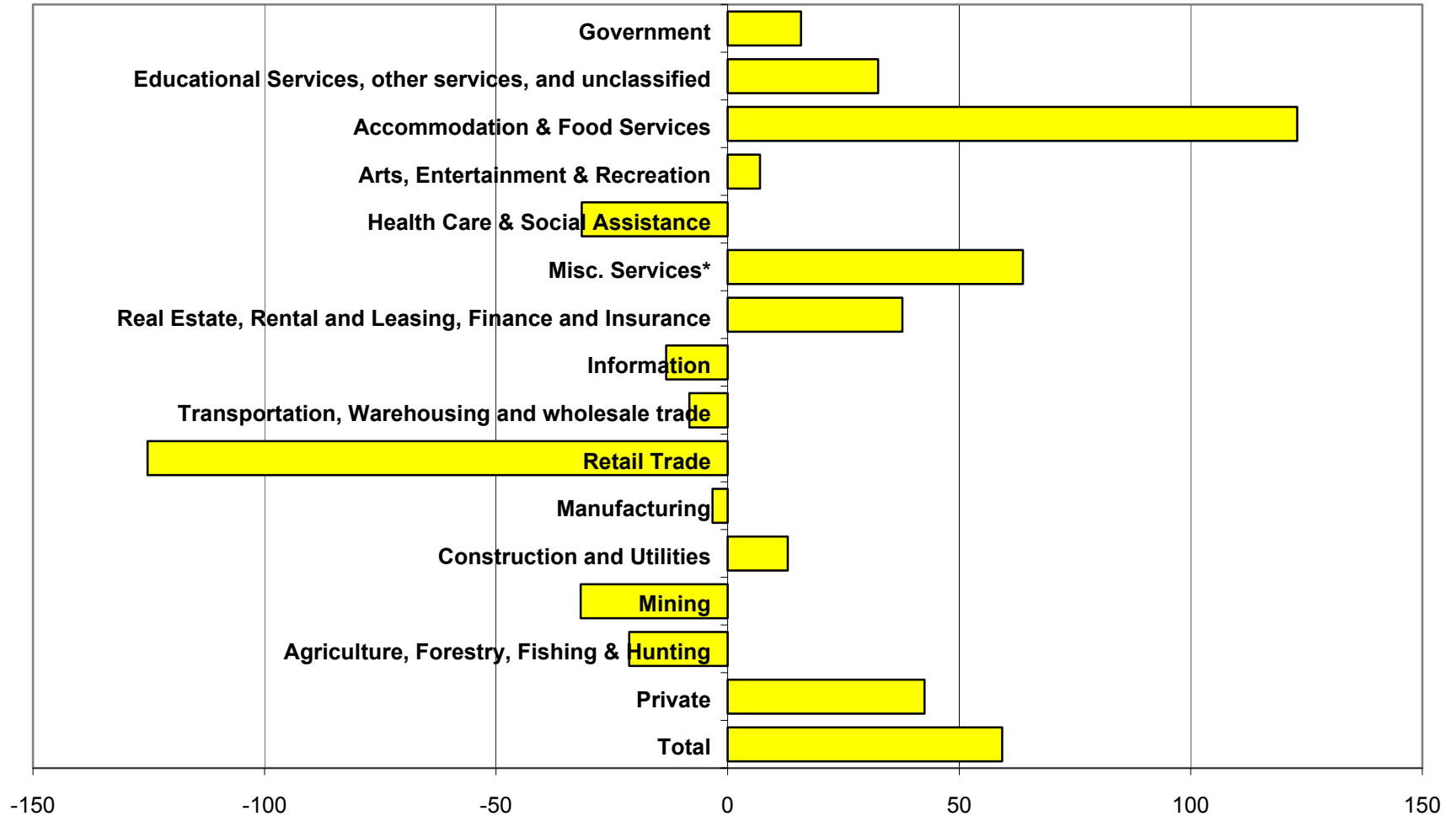


Note: Figures shown here are annual averages of quarterly data.

Source: New Mexico Dept. of Labor, Economic Research and Analysis Bureau.

UNM Bureau of Business and Economic Research, 2004.

CHANGE IN EMPLOYMENT, COLFAX COUNTY: 2001 - YEAR ENDING Q2 2003

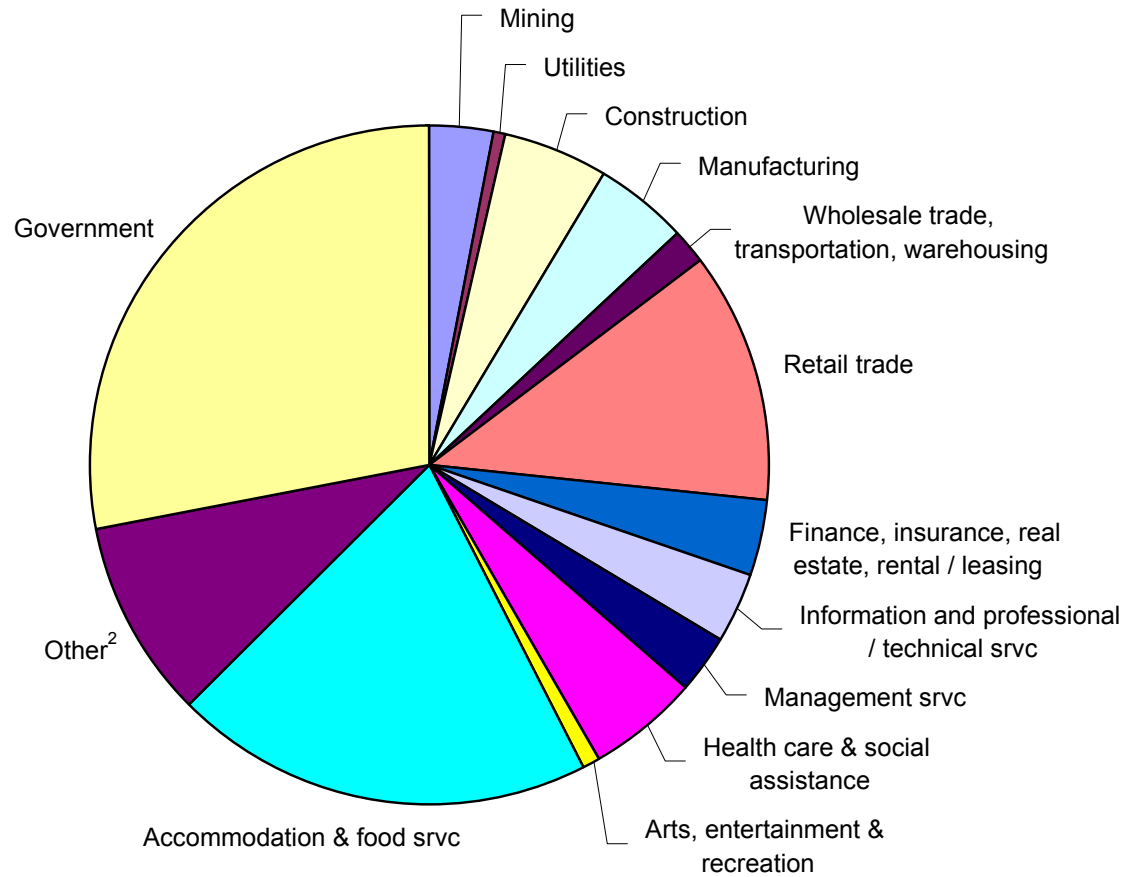


* - includes management of companies & enterprises, professional & technical services, and administrative & waste services.

Source: New Mexico Dept. of Labor, Covered Wage and Salary Employment, 2004.
UNM Bureau of Business and Economic Research, 2004.

Local Labor Demand

COLFAX COUNTY COVERED EMPLOYMENT, MOST RECENT YEAR AVAILABLE
(2002 Q:3 - 2003 Q:2)



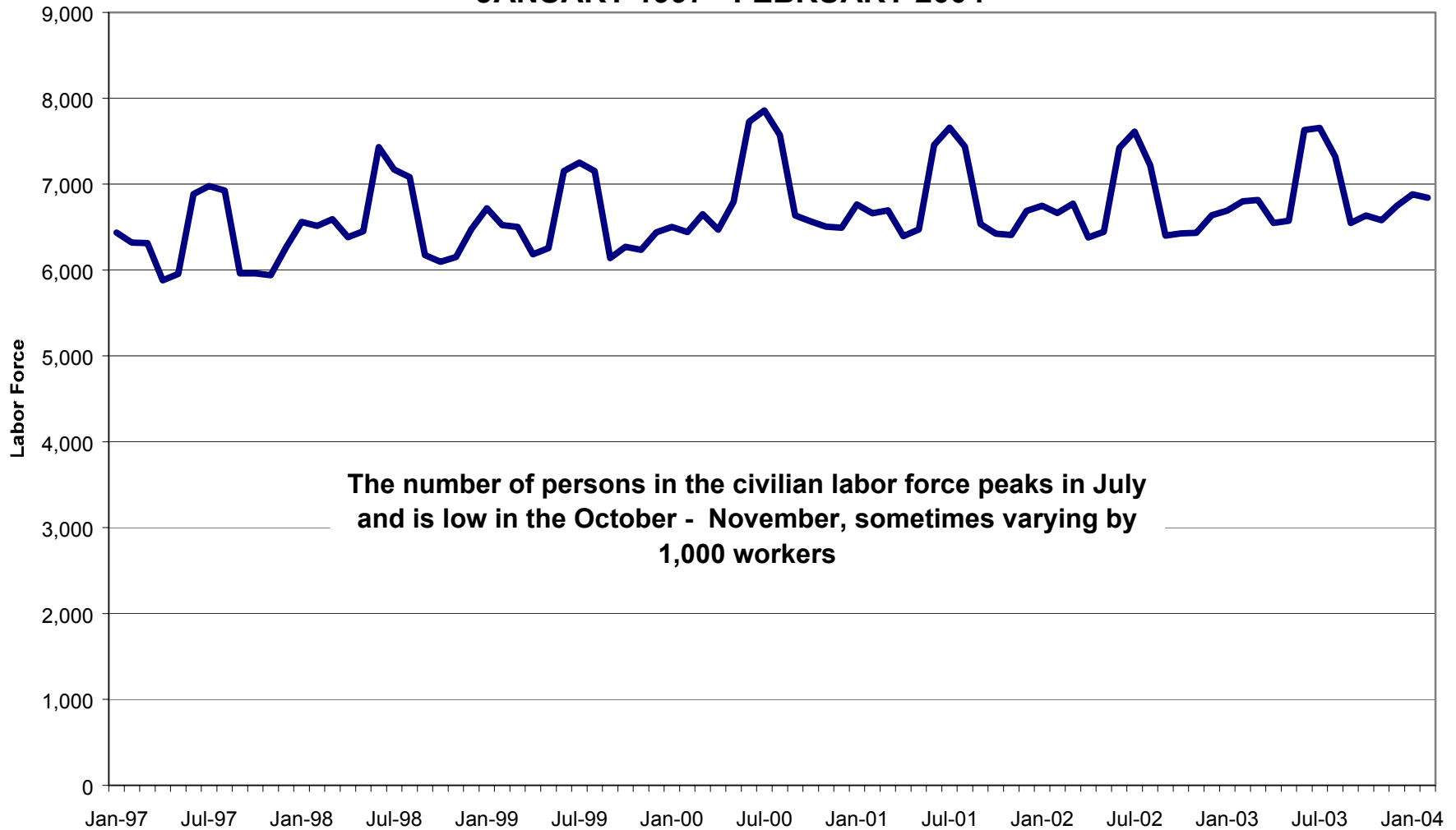
1 - Include management of companies & enterprises, administration, waste services.

2 - Includes educational services; other services (ex. public administration); agriculture, forestry, fishing & hunting; unclassified; and undisclosed data.

Source: New Mexico Dept. of Labor, Economic Research and Analysis Bureau.

UNM Bureau of Business and Economic Research, 2003.

COLFAX COUNTY: NUMBER OF PERSONS IN THE CIVILIAN LABOR FORCE , JANUARY 1997 - FEBRUARY 2004¹



¹ - February 2004 labor force data are preliminary.
UNM Bureau of Business and Economic Research, 2004.

Source: New Mexico Department of Labor, Table A, March 2004.

RATON AREA
TOP FIVE OCCUPATIONAL JOB OPENINGS, 2003

Occupation	Number
Food and Drink Servers, Food Preparation, Cooks, Kitchen Workers, and Supervisors	83
Home Cleaners, Hotel, Motel Housekeeping and Desk Attendants	61
Construction and Building Trades	55
Laborers, Landscaping and Grounds Maintenance, Maintenance, Installation, and Repair	47
Administrative Support and Office Clerks	45

Source: New Mexico Department of Labor, Raton Career Center, 2003
UNM Bureau of Business and Economic Research, 2004

- Over one fourth of the jobs in the Raton area are in the tourism / travel related and have basic training and education requirements

Summary: Labor Demand

- Colfax County employment increased at a 2% compound annual rate in the 1990's
- Little employment growth in 2000-01
- Almost half of the jobs in Colfax County are in government or accommodations and food services.
- Increasing employment - coalbed methane extraction activities, accommodations, food services.
- Declining employment - retail, wholesale trade, and coal mining.

LABOR SUPPLY AND DEMAND BALANCE

Excess labor supply?

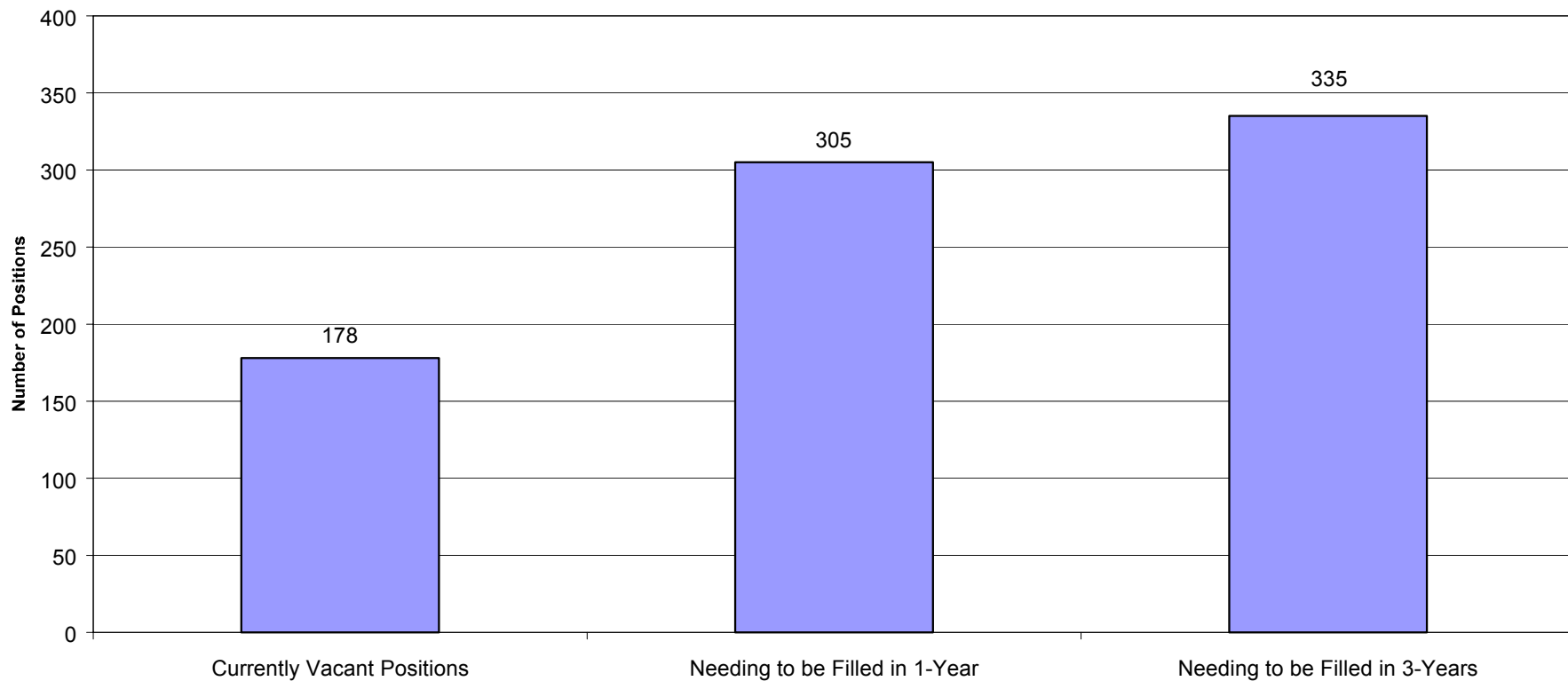
- Increasing unemployment
- Mine closure and associated impacts
- Low wages
- Increase in self-employment

or excess labor demand?

The survey of employers found:

- 175+ currently vacant positions
- Availability of skilled and/or experienced labor is the greatest challenge of area employers
- Employers searching for employees outside of the area

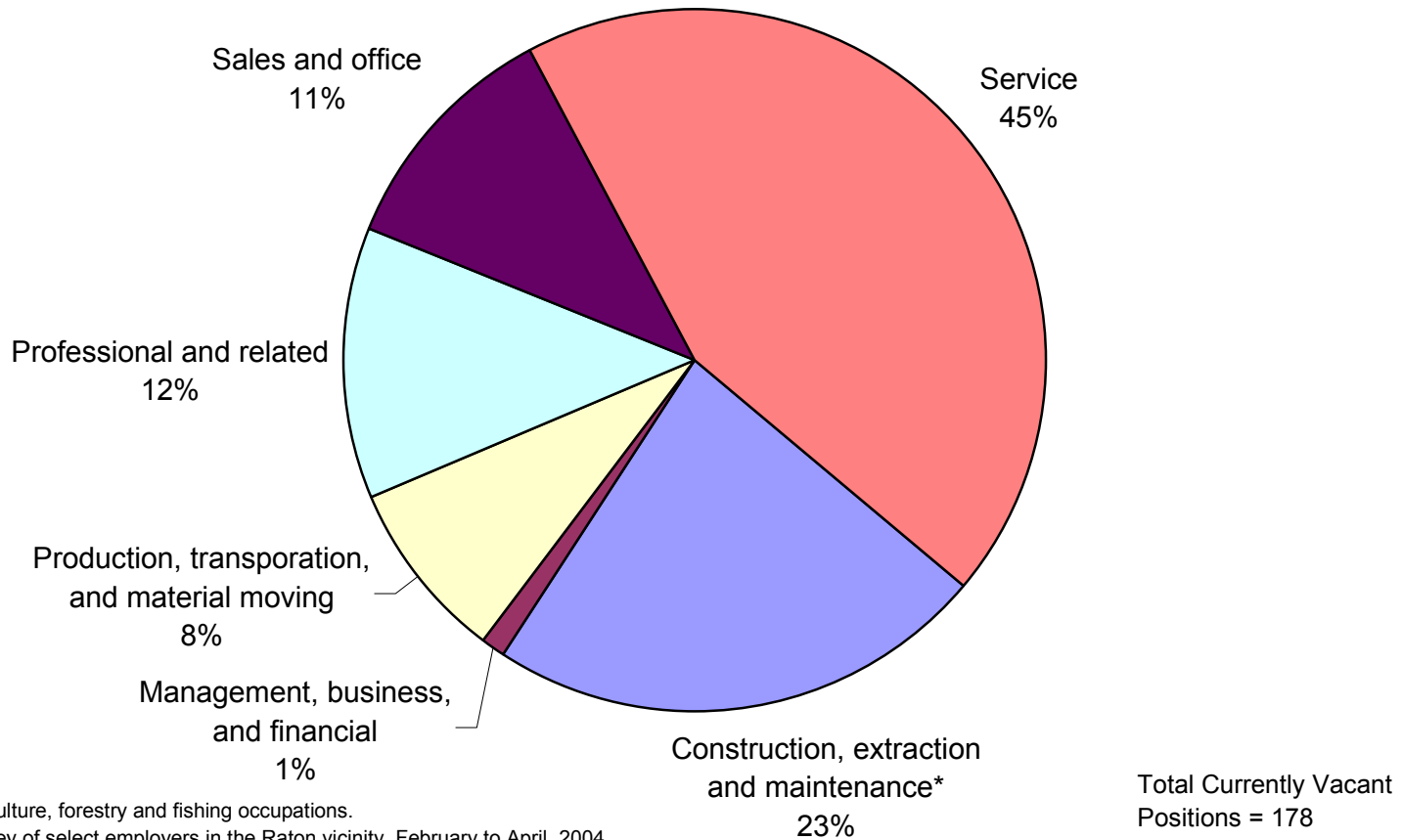
VACANT POSITIONS AND POSITIONS NEEDING TO BE FILLED IN 1 AND 3 YEARS, THE RATON VICINITY, 2004



Source: BBER survey of select employers in the Raton vicinity, February to April, 2004.
UNM Bureau of Business and Economic Research, 2004.

178 Currently Vacant Positions

CURRENTLY VACANT POSITIONS IN THE RATON VICINITY BY OCCUPATIONAL GROUP, 2004



* also includes agriculture, forestry and fishing occupations.

Source: BBER survey of select employers in the Raton vicinity, February to April, 2004.
UNM Bureau of Business and Economic Research, 2004.

Currently Vacant Positions in the Raton Vicinity, 2004: Top 5 Occupations

Occupation	Positions Currently Vacant
Food Service (servers, wait staff, cooks, preparers)	52
Extraction workers	14
Other construction workers and helpers	14
Vehicle and mobile equipment mechanics, installers, repairers	8
Building and grounds cleaning and maintenance occupations	7
Other (53 occupations)	83
Total	178

Source: BBER survey of select employers in the Raton vicinity, February to April, 2004.

UNM Bureau of Business and Economic Research, 2004.

Currently Vacant Positions in the Raton Vicinity, 2004: Difficult to Fill

Occupation Group	Percent Difficult to Fill
Construction, extraction and maintenance*	83.3%
Management, business, and financial	83.3%
Production, transportation, and material moving	66.7%
Professional and related	89.1%
Sales and office	64.9%
Service	62.2%
All Occupations	74.7%

* also includes agriculture, forestry and fishing occupations.

Source: BBER survey of select employers in the Raton vicinity, February to April, 2004.

UNM Bureau of Business and Economic Research, 2004.

Top 5 Skills Employers Perceive as Needed in the Labor Force

Rank	Skill
------	-------

- | | |
|---|-----------------------------|
| 1 | Interpersonal skills |
| 2 | Personal skills |
| 3 | Basic computer/ clerical |
| 4 | Basic math |
| 5 | Specialized equipment/tools |

Source: BBER survey of employers in the Raton vicinity, February to April, 2004.

UNM Bureau of Business and Economic Research, 2004.

**DETAIL ON THE 2 YEAR DEGREES, CERTIFICATIONS, AND
LICENSES REQUIRED FOR CURRENTLY VACANT AND
FUTURE POSITIONS***

2 Yr. Deg./Cert./Lisc.	Currently Vacant Positions
CDL	14
Heavy equipment operator	12
Trades	4
Medical / Dental	3
Auto Mechanics	3
Medical (clerk / coding)	3
Medical - technical	3
Other	2

* includes only those that indicated a specific degree, certificate, or license.

Source: BBER survey of employers in the Raton vicinity, February to April, 2004.

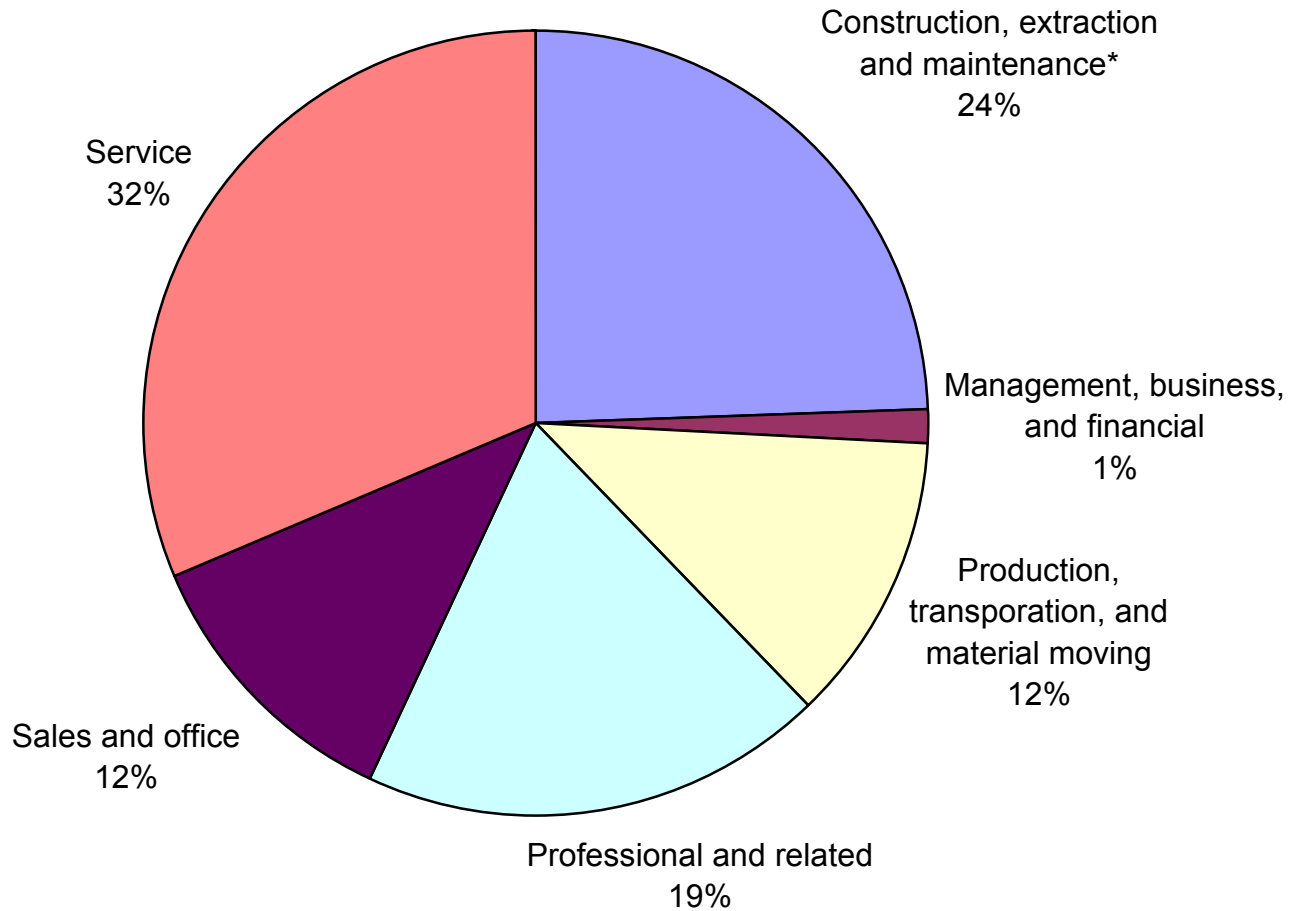
UNM Bureau of Business and Economic Research, 2004.

Education needs of currently vacant positions include:

- CDL and/or heavy equipment operator training needed most; various trade certifications (plumbing, electrical); and health services (assistants and techs) training
- Bachelors and masters degree in social work and education (though in smaller numbers).

Future Positions

POSITIONS TO BE FILLED IN 3-YEARS, RATON VICINITY, 2004



* also includes agriculture, forestry and fishing occupations.

Source: BBER survey of select employers in the Raton vicinity, February to April, 2004.
UNM Bureau of Business and Economic Research, 2004.

Total Positions to be Filled
in 3-Years = 335

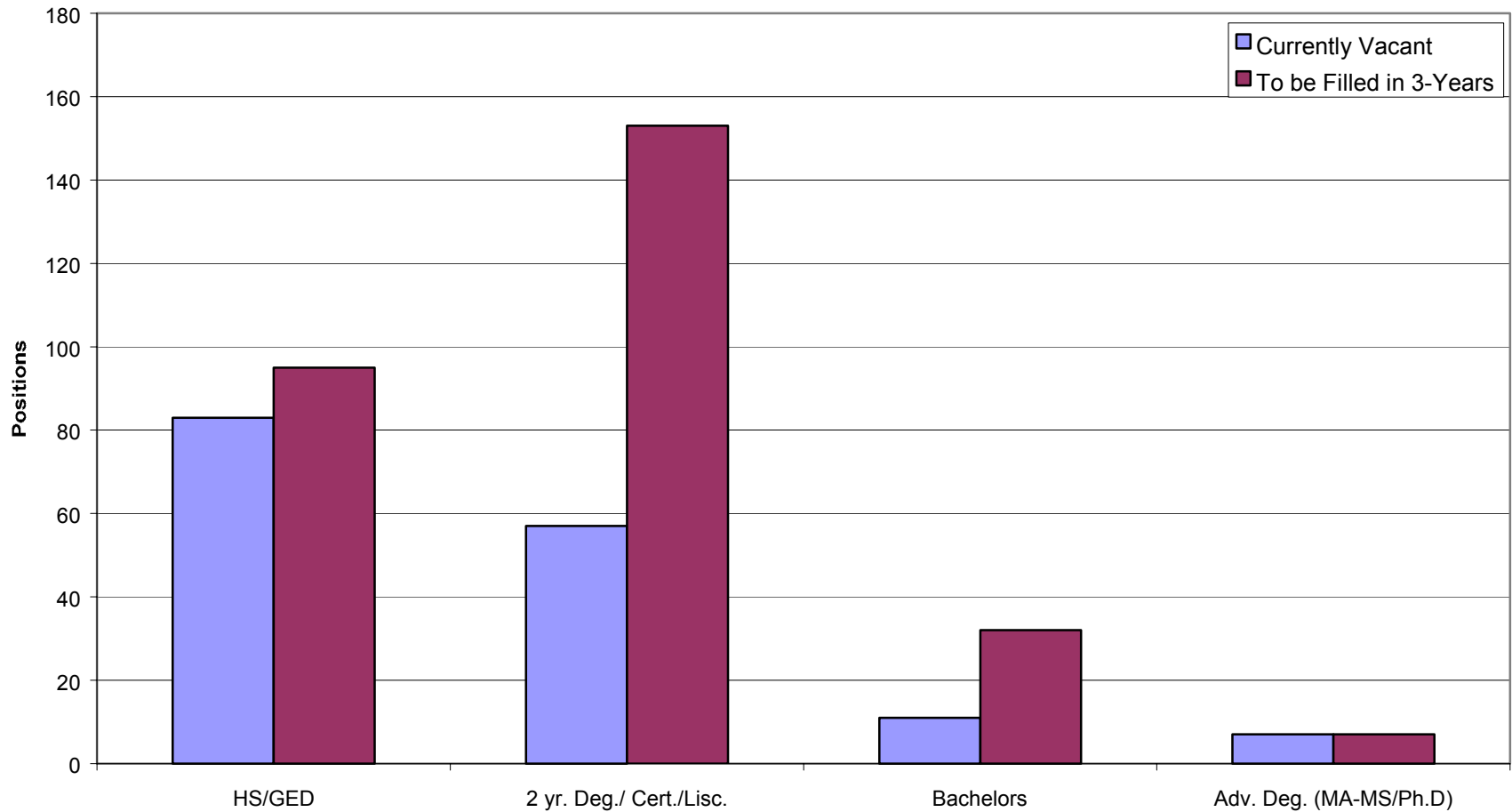
Positions to be Filled in Future, Raton Vicinity, 2004: Top 5 Occupations

Occupation	To be Filled in 3-Years
Food Service (servers, wait staff, cooks, preparers)	53
Driver/sales workers and truck drivers	31
Extraction workers	30
Other construction workers and helpers	29
Teachers, preschool, kindergarten, elementary and middle school	22
Other (53 occupations)	170
Total	335

Source: BBER survey of select employers in the Raton vicinity, February to April, 2004.

UNM Bureau of Business and Economic Research, 2004.

EDUCATIONAL REQUIREMENTS: NUMBER OF POSITIONS CURRENTLY VACANT AND TO BE FILLED IN 3-YEARS, RATON VICINITY, 2004¹



1 - includes only those positions that indicated educational requirements.

Source: BBER survey of select employers in the Raton vicinity, February to April, 2004.
UNM Bureau of Business and Economic Research, 2004.

2 Yr. Deg., Cert., Lisc., of Future Positions

2 Yr. Deg./Cert./Lisc.	To be Filled in 3 Years
CDL	53
Heavy equipment operator	29
Teaching / Education related	17
Medical (technicians)	6
Medical / Dental	5
Medical (clerk / coding)	5
Trades	4
Auto Mechanics	2
Other	5

* includes only those that indicated a specific degree, certificate, or license.

Source: BBER survey of employers in the Raton vicinity, February to April, 2004.

UNM Bureau of Business and Economic Research, 2004.

Summary: Currently Vacant Positions

- 178 vacant positions in 58 occupations
- Almost half of the positions are service occupations, followed by extraction, construction, and maintenance.
- Basic skills (communication, computer, and math) needed for the largest number of positions.

Summary: Currently Vacant Positions

- Basic skills (communication, computer, and math) needed for the largest number of positions.
- Almost half of the positions require education / training beyond a HS diploma / GED.
- CDL and equipment operation training is needed for the largest number of positions requiring a 2 yr. Degree/cert/lic.

Summary: Positions to be Filled in Future

- Employers anticipate needing to fill an additional 330 positions in 3-years.
- CDLs and equipment operator training needed for the largest number of positions. How long will this last?
- Professional and related and production, transportation and material moving occupations have larger roles.
- Education and training requirements will be more rigorous.

LOCAL LABOR FORCE SUPPLY AND DEMAND BALANCE

Gaps exists between the skills/training needs of local employers and the skills/training found in the local labor force

WAYS THESE GAPS CAN BE ADDRESSED:

- Connect job seekers and employers
 - NMDOL - one-on-one placements, job fairs, screening, etc
 - City – advertise positions
- Help overcome obstacles to employment
 - Help residents obtain jobs (Careers program)
 - Develop “employee skills”
 - Identify and fill gaps in childcare options
 - Address transportation issues
 - Family friendly workplaces

WAYS THESE GAPS CAN BE ADDRESSED:

- Bring technology to the general public.
 - Learning Center programs / classes
 - Public access to computers (Learning Center, City, Internet cafes, library)
 - Summer / after-school school programs

WAYS THESE GAPS CAN BE ADDRESSED:

Education:

- Ensure the current and future labor force has all the basic skills (RHS work study programs)
- Consistent GED classes and testing
- Increase labor force “agility”
 - increase licensing and certification opportunities (especially CDL and equipment operation)
 - continue to offer post secondary degree and non degree track courses

WAYS THESE GAPS CAN BE ADDRESSED:

- Retain and attract young adults
 - Recreation
 - Entertainment
 - Personal enrichment classes
 - Etc.
- Build off of Raton's strengths
 - existing labor force skills
 - emerging technical employment
 - arts and cultural community / activities
 - natural surroundings
 - transportation access

WAYS THESE GAPS CAN BE ADDRESSED:

- Preserve and enhance Raton's:
 - vibrant history
 - Historic Downtown
 - built environment
 - quality of life

Reports available online:

Preliminary Findings and Demographic, Economic and Labor Force Analysis and the final report Labor Force, Employment and the Future are available at: www.unm.edu/~bber publications link



Thank you!