

2016-2026 Occupational Employment Projections

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The New Mexico Department of Workforce Solutions' (NMDWS) Economic Research and Analysis Bureau (ER&A) produces long-term industry and occupational employment projections every two years. Data are produced in conjunction with the U.S. Department of Labor (USDOL) and are available for New Mexico, its four metropolitan statistical areas (Albuquerque, Farmington, Las Cruces, and Santa Fe), and four workforce regions (Central, Northern, Eastern, and Southwestern, as defined by the Workforce Innovation and Opportunity Act (WIOA) and referred to as "regions"). The recently released data project employment across the ten-year period of 2016 to 2026 and are available for over 90 industry subsectors and close to 800 detailed occupations at the state and substate levels.

Employment projections are used for a variety of purposes. Individuals often use projections when exploring future career opportunities and making employment decisions. Businesses and public entities use the data when making decisions related to future workforce needs and demand for particular occupations and skills sets. Employment projections are critical for education institutions that are developing programs and determining the allocation of resources. All in all, employment growth and occupational demand provide insight into key growth sectors and potential areas of decline across New Mexico's industries and occupations. Such insight assists policy makers, individuals, employers, and educators in making informed decisions that will ultimately help align the supply of and demand for workers in New Mexico and reduce workforce shortages and surpluses.

This article provides a summary of occupational employment projections for New Mexico and its substate areas (regions and MSAs). An article summarizing industry projections was published in Volume 47, Number 6 of the Labor Market Review, released on July 27, 2018. (To access this article, go to https://www.dws.state.nm.us/Portals/0/DM/LMI/2016-2026_Industry_Employment_Projections.pdf).

Accessing Projections Data and Methodology and Viewing Interactive Data Visualizations

Projections data are available in downloadable formats at the NMDWS interactive data site, LASER, at www.jobs.state.nm.us/analyzer.

This is the first time that online dashboards have been produced to provide interactive visualizations of projections data. To access both the industry and occupational employment projections dashboards, visit <https://www.dws.state.nm.us/Labor-Market-Information/Data-Statistics-Dashboards/Employment-Projections>. This page also includes detailed methodological information and projections-related definitions.

Projected Employment Growth by Major Occupational Group

New Mexico's 2016 employment of 861,820 is projected to grow to 919,400 by 2026. This increase represents an additional 57,580 jobs expected to be created and 6.7 percent growth. (Employment estimates, projections, and numeric growth are rounded.) Exhibit 1 illustrates projected employment growth by major occupational group in New Mexico. Employment growth is defined as the number of positions that are completely new and have not been

1 Projected Employment Growth by Major Occupational Group | NEW MEXICO

Personal Care & Service	11,380	25.1%
Food Prep. & Serving	7,390	9.0%
Health Practitioners & Tech.	6,270	12.2%
Healthcare Support	5,790	21.2%
Construction & Extraction	4,210	7.4%
Management	3,320	6.3%
Education, Training & Library	3,250	6.4%
Business & Financial Operations	2,600	7.2%
Bldg/Grounds Cleaning/Maint.	2,490	8.1%
Transp. & Material Moving	2,090	4.5%
Computer & Mathematical	1,830	11.8%
Community & Social Service	1,760	12.6%
Installation, Maint. & Repair	1,720	5.0%
Architecture & Engineering	1,520	7.1%
Life/Physical/Social Science	1,160	10.4%
Sales & Related	1,010	1.2%
Arts & Entertainment	510	4.4%
Protective Service	400	1.6%
Legal	380	5.8%
Farming, Fishing & Forestry	-140	-1.9%
Production	-410	-1.6%
Office & Admin. Support	-880	-0.7%

Numeric growth is rounded.

2 Detailed Occupations With the Most and Fastest Projected Employment Growth | NEW MEXICO

MOST GROWTH		FASTEST GROWTH	
Personal Care Aides	10,090	112.6%	Solar Photovoltaic Installers
Food Prep. & Serving	3,550	57.5%	Wind Turbine Service Techs.
Home Health Aides	3,030	40.2%	Personal Care Aides
Registered Nurses	2,290	37.2%	Information Security Analysts
General & Operations Mgrs.	1,220	36.5%	Home Health Aides
Waiters & Waitresses	1,090	33.9%	Mathematicians
Janitors & Cleaners	1,060	31.2%	Nurse Practitioners
Medical Assistants	1,020	28.4%	Statisticians
Cooks, Restaurant	830	27.9%	Machine Feeders & Offbearers
Customer Service Reps.	790	27.4%	Physician Assistants
Construction Laborers	750	25.7%	Roustabouts, Oil & Gas
Nursing Assistants	730	25.1%	Physical Therapist Aides
Spvrs, Food Prep./Serving Wkrs	730	24.3%	Derrick Operators, Oil & Gas
Medical Secretaries	690	24.0%	Rotary Drill Operators, Oil & Gas
Maids & Housekeepers	620	23.6%	Physical Therapist Assistants

Numeric growth is rounded. Excludes occupations that are suppressed.

filled previously by a worker who left the occupation. Employment growth in personal care and service is projected to grow the most, by 11,380 jobs, making up nearly one-fifth of total statewide growth. Personal care and service also has the fastest growth, at 25.1 percent, a rate nearly four times that of the statewide average of 6.7 percent. Employment growth in healthcare support, at 21.2 percent, is expected to be the second fastest in the state, with jobs increasing by 5,790. Two other major occupational groups with large growth include food preparation and serving related (7,390 jobs) and healthcare practitioners and technical (6,270 jobs).

Employment in the occupational groups of farming, fishing, and forestry and production is projected to decline by a combined 550 jobs by 2026. Office and administrative support is expected to decline as well, but with current employment the largest of any other occupational group in the state (about 124,230 in 2016), the decline of 880 jobs amounts to a small rate decrease of 0.7 percent.

Projected Employment Growth by Detailed Occupational Group

Exhibit 2 lists the detailed occupations with the most and fastest projected employment growth in New Mexico from 2016 to 2026. As expected, several large occupations are projected to have the most growth. Personal care aides, with employment of 25,090 in 2016, the second largest in the state, are expected to grow by 10,090 jobs. The occupation is also the third-fastest growing occupation, expected to increase by 40.2 percent. Home health aides is another occupation expected to increase by a large number (3,030) and a high rate (36.5 percent). Combined food preparation and serving workers (ranked fifth largest in total employment in 2016) are projected to increase by 3,550 jobs.

While numeric employment growth indicates strong demand and many new job opportunities, percentage growth is an indicator

3 Detailed Occupations With the Most and Fastest Projected Employment Growth | REGIONS

MOST GROWTH		FASTEST GROWTH	
CENTRAL *			
Personal Care Aides	3,670	115.6%	Solar Photovoltaic Installers
Food Prep. & Serving	1,760	40.2%	Personal Care Aides
Home Health Aides	1,630	38.1%	Mathematicians
EASTERN			
Personal Care Aides	1,350	48.9%	Home Health Aides
Food Prep. & Serving	540	42.1%	Personal Care Aides
Roustabouts, Oil & Gas	380	30.2%	Physician Assistants
NORTHERN			
Personal Care Aides	2,900	111.3%	Solar Photovoltaic Installers
Food Prep. & Serving	770	38.2%	Home Health Aides
Registered Nurses	420	37.8%	Personal Care Aides
SOUTHWESTERN			
Personal Care Aides	1,760	88.2%	Wind Turbine Service Techs.
Home Health Aides	590	48.5%	Home Health Aides
Food Prep. & Serving	430	41.0%	Personal Care Aides

* Central Region is the same as Albuquerque MSA. Numeric growth is rounded. Occupations with 2016 employment of less than 30 are excluded from this list.

4 Detailed Occupations With the Most and Fastest Projected Employment Growth | MSAs

MOST GROWTH			FASTEST GROWTH		
ALBUQUERQUE *					
Personal Care Aides		3,670		115.6%	Solar Photovoltaic Installers
Food Prep. & Serving		1,760		40.2%	Personal Care Aides
Home Health Aides		1,630		38.1%	Mathematicians
FARMINGTON					
Personal Care Aides		550		43.4%	Home Health Aides
Food Prep. & Serving		260		40.6%	Personal Care Aides
Registered Nurses		110		36.7%	Software Developers, Apps.
LAS CRUCES					
Personal Care Aides		1,260		48.1%	Home Health Aides
Home Health Aides		510		41.2%	Personal Care Aides
Food Prep. & Serving		350		34.3%	Information Security Analysts
SANTA FE					
Personal Care Aides		740		108.3%	Solar Photovoltaic Installers
Food Prep. & Serving		190		41.5%	Home Health Aides
Waiters & Waitresses		150		39.2%	Physician Assistants

* Albuquerque MSA is the same as Central Region. Numeric growth is rounded. Occupations with 2016 employment of less than 30 are excluded from this list.

of growing demand, even if new job opportunities aren't as large. Employment for solar photovoltaic installers, the detailed occupation with the fastest projected growth, was about 110 in 2016 but is expected to more than double by 2026. Wind turbine service technicians, with employment of about 80 in 2016, are expected to increase by 57.5 percent. Of the occupations listed as having the fastest growth, only four had 2016 employment of over 1,000—personal care aides (25,090); home health aides (8,290); roustabouts, oil and gas (2,020); and physical therapists (1,470). There were only about 60 mathematicians working in New Mexico in 2016, but this detailed occupational group is expected to increase by about one-third.

The top three detailed occupations projected to grow the most and the top three projected to grow the fastest are, with some exceptions, the same across all four regions and MSAs (Exhibits 3 and 4). Employment for personal care aides is expected to have the most growth in all substate areas. Combined food preparation and serving workers are also expected to have large growth in all areas of New Mexico. There are some exceptions to the commonality across the substate areas. Exceptions include roustabouts, oil and gas, with employment expected to increase by 380 jobs in the Eastern Region; registered nurses, expected to increase by 110 jobs in the Farmington MSA and 420 in the Northern Region; and waiters and waitresses, projected to increase by 150 jobs in the Santa Fe MSA.

Employment of personal care aides and home health aides is expected to have the fastest growth in nearly all areas. Employment

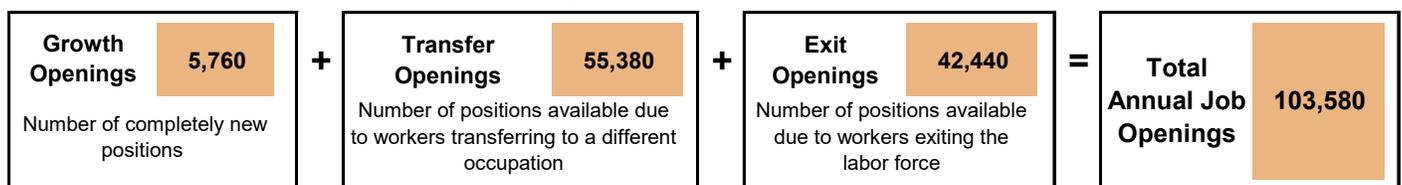
of solar photovoltaic installers is projected to grow faster than most other detailed occupations in the Central and Northern regions, as well as the Albuquerque and Santa Fe MSAs. Other occupations projected to exhibit fast-growing employment in some substate areas but not others include mathematicians (Central Region and Albuquerque MSA, with growth of 38.1 percent); wind turbine service technicians (Southwestern Region, with growth of 88.2 percent); software developers, applications (Farmington MSA, expected to grow at 36.7 percent); information security analysts (Las Cruces MSA, expected to grow by 34.3 percent); and physician assistants (Santa Fe MSA, expected to increase by 39.2 percent).

Annual Job Openings

Not only are employment opportunities created by growth, but job openings also arise when workers need to be replaced because they leave the occupation to enter a different occupation (also called transfers) or because workers leave the occupation and exit the labor force (also called exits). The total annual number of job openings equal the sum of growth, transfers, and exits. (For more information on the methodology visit <https://www.dws.state.nm.us/Labor-Market-Information/Data-Statistics-Dashboards/Employment-Projections>.)

Exhibit 5 provides total annual job openings for New Mexico. There will be about 103,580 total annual job openings in the state. Only 5,760 of these, or 5.6 percent of total annual job openings, are from growth (newly created positions that had not been filled

5 Annual Job Openings by Type of Opening | NEW MEXICO



Numeric growth is rounded.

previously by a worker who left the occupation). Transfer openings, which count the number of positions available due to workers leaving an occupation and transferring to a different one, is the largest component, equaling 55,380 jobs per year and accounting for more than half of total annual job openings. Exit openings, defined as the number of positions available due to workers leaving the labor force and, consequently, the occupation, equal about 42,440.

Annual Job Openings by Major Occupational Group

As seen in Exhibit 6, the food preparation and serving related major occupational group is projected to have the most annual job openings in the state due to transfers and exits (14,470 jobs). When this figure is combined with growth openings, the food preparation and serving related major occupational group will have the most total annual job openings (15,210 jobs). Although negative job growth is expected in office and administrative support, this occupational group will have the second-largest number of total annual job openings (13,690 jobs) because of the large number of openings due to workers leaving the occupation (17,780). Other

6 Annual Job Openings by Major Occupational Group | NEW MEXICO

	Annual Job Openings Due To Growth	Annual Job Openings Due to Transfers & Exits	TOTAL
Food Prep. & Serving	740	14,470	15,210
Office & Admin. Support	-90	13,780	13,690
Sales & Related	110	11,880	11,990
Personal Care & Service	1,140	7,310	8,450
Construction & Extraction	420	6,080	6,500
Transp. & Material Moving	210	5,610	5,820
Education, Training & Library	330	4,390	4,720
Management	340	4,150	4,490
Bldg/Grounds Cleaning/Maint.	250	4,020	4,270
Healthcare Support	580	3,360	3,940
Business & Financial Ops.	260	3,280	3,540
Installation, Maint. & Repair	180	3,340	3,520
Health Practitioners & Tech.	630	2,830	3,460
Production	-50	2,940	2,890
Protective Service	40	2,600	2,640
Architecture & Engineering	160	1,580	1,740
Community & Social Service	180	1,550	1,730
Computer & Mathematical	190	1,080	1,270
Arts, Design, Entertainment	60	1,160	1,220
Life/Physical/Social Science	120	1,020	1,140
Farming, Fishing & Forestry	-20	1,050	1,030
Legal	40	420	460

Numeric openings are rounded.

occupational groups expected to have negative job growth, such as production and farming, fishing, and forestry, will still have large numbers of total annual job openings to replace workers that transferred to other occupations or left the labor force. Legal is expected to have the least number of job openings due to transfers and exits (420 jobs).

7 Annual Job Openings by Detailed Occupational Group | NEW MEXICO

	Annual Job Openings Due To Growth	Annual Job Openings Due to Transfers & Exits	TOTAL	2017 Median Wage	Typical Minimum Education Required
Personal Care Aides	1,010	4,220	5,230	\$19,470	High school diploma or eqv.
Food Prep. & Serving	360	4,080	4,440	\$18,840	No formal educ. credential
Cashiers	-40	3,980	3,940	\$19,890	No formal educ. credential
Retail Salespersons	20	3,930	3,950	\$23,030	No formal educ. credential
Waiters & Waitresses	110	3,180	3,290	\$18,740	No formal educ. credential
Secretaries & Admin. Assist.	-200	2,410	2,210	\$32,680	High school diploma or eqv.
Customer Service Reps.	80	1,990	2,070	\$28,970	High school diploma or eqv.
Janitors & Cleaners	110	1,730	1,840	\$22,640	No formal educ. credential
General & Operations Mgrs.	130	1,300	1,430	\$82,840	Bachelor's degree
Home Health Aides	310	1,090	1,400	\$22,070	High school diploma or eqv.
Construction Laborers	80	1,300	1,380	\$29,900	No formal educ. credential
Stock Clerks & Order Fillers	60	1,300	1,360	\$24,150	High school diploma or eqv.
Maids & Housekeepers	70	1,200	1,270	\$20,230	No formal educ. credential
Laborers & Freight/Stock & Material Movers	40	1,210	1,250	\$24,970	No formal educ. credential
First-Line Spvrs, Food Prep./Serving Wkrs.	80	1,180	1,260	\$25,280	High school diploma or eqv.

Numeric openings are rounded. Sources: Occupational Employment Statistics program; U.S. Bureau of Labor Statistics Education and Training data

Annual Job Openings by Detailed Occupational Group and Education Level

As seen in Exhibit 7, the detailed occupation of personal care aides is expected to have the most total annual job openings in New Mexico (5,230 jobs). About 4,220 of these openings, or four out of five jobs, are due to workers who transferred to other occupations or left the labor force. Other occupations

with many job openings due to workers leaving the occupation include combined food preparation and serving workers (4,080 jobs); cashiers (3,980 jobs); retail salespersons (3,930 jobs); and waiters and waitresses (3,180 jobs). These occupations have a wage less than the 2017 state median of \$33,450 and typically require a high school diploma or equivalent or little to no formal education credential to enter the position. General and operations managers was the only detailed occupation listed in Exhibit 7 that typically requires a bachelor's degree. The median 2017 wage for general and operations managers was \$82,840.

Occupations with lower educational requirements have the largest number of job openings due to transfers and exits. As seen in Exhibit 8, occupations that typically do not require a formal educational credential have an annual average of 327 openings due to transfers and exits per occupation. Conversely, occupations

8 Annual Job Openings by Typical Education Level | NEW MEXICO

	Annual Job Openings Due To Growth	Annual Job Openings Due to Transfers & Exits	TOTAL	Number of Occupations	Average Annual Job Openings Due to Transfers & Exits
No Formal Educational Cred.	1,190	33,340	34,530	102	327
High School Diploma or Eqv.	2,060	39,230	41,290	324	121
Some College, No Degree/Postsecondary Nondegree Award	500	7,200	7,700	48	150
Associate's	210	1,950	2,160	48	41
Bachelor's	1,330	12,820	14,150	171	75
Master's	220	1,350	1,570	38	36
Doctoral/Professional	250	1,300	1,550	62	21

Numeric openings are rounded. Excludes occupations in which education level is not available. Source: U.S. Bureau of Labor Statistics Education and Training data

that typically require a doctoral or professional degree have an annual average of 21 job opportunities due to workers leaving that occupation. Occupations that typically require a high level of education, and a large amount of time and financial investment, have lower levels of transfers and exits, since the education and skills needed to do the job may not be easily transferrable to other occupations.

The occupations with the most annual job openings due to workers leaving the occupation are extremely similar for the state, regions, and MSAs. Because of these similarities, annual job openings at the substate level are not summarized here. Interactive visualizations with all available data for all areas are available through the Projections Dashboards at <https://www.dws.state.nm.us/Labor-Market-Information/Data-Statistics-Dashboards/Employment-Projections>.

Methodology Note

The Employment Projections program produces both industry and occupation employment projections covering a ten-year period at the state, MSA, and workforce region level. Projections are based on methodologies developed by USDOL for forecasting state and area occupational needs using both national information and procedures specifically adapted to each state's industrial and occupational patterns. ER&A utilizes the Projections Suite software system, which is a national standard product of the Projections Workgroup, under the direction of the Projections Managing Partnership (PMP).

Industry employment is primarily derived from employment reported at the establishment level through the Quarterly Census of Employment and Wages (QCEW) program, at the 2-digit NAICS level. Industry employment projections are developed through time-share, shift-share, extrapolation, and regression model analysis using state-specific inputs.

Occupation employment projections are derived by applying staffing patterns (the distribution of occupations by industry) developed through the Occupational Employment Statistics (OES) survey. Occupational estimates for self-employed and unpaid family workers are not industry-specific, and are reported as one sector, as opposed to being distributed across industries.

The projections process necessarily has some limitations that should be acknowledged. Long-term projections report what is likely to happen if historical and state-level employment patterns continue their historical growth trends; this includes trends in population, labor force, productivity, and economic growth. Projections do not take into consideration major shocks to the economy, and they assume that employment will ultimately return to levels that fit long-term growth trends.

