



Presentation to NMRA

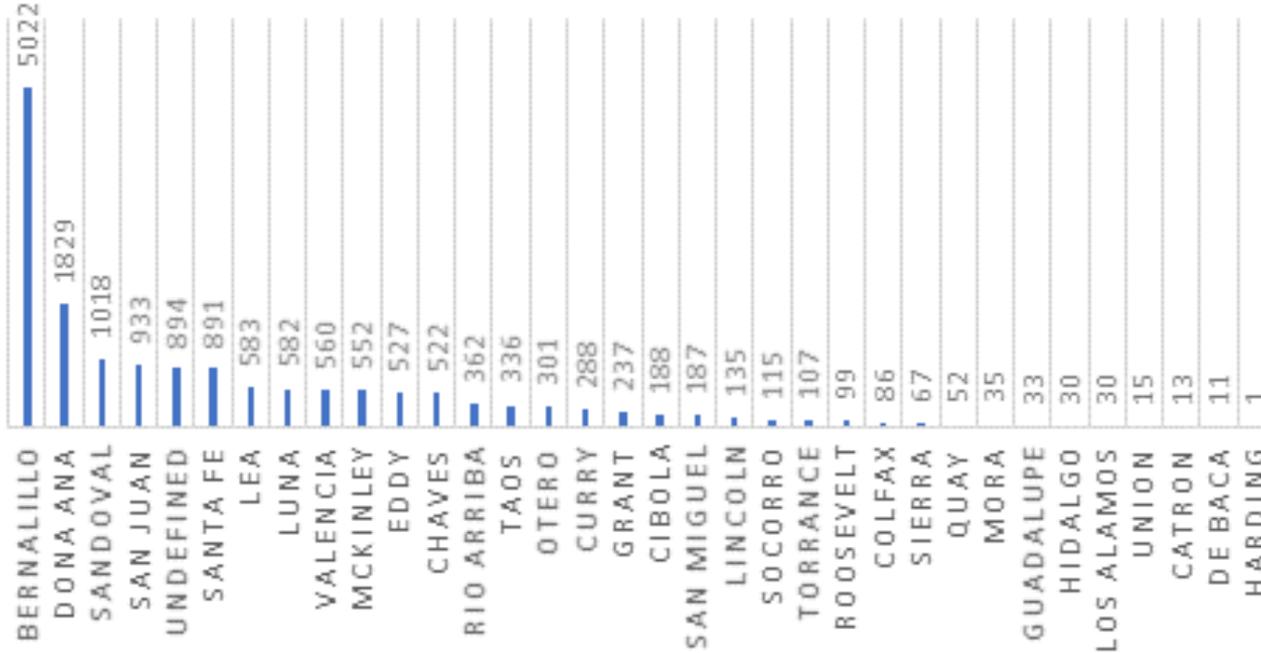
December 22, 2021

NEW MEXICO DEPARTMENT OF WORKFORCE SOLUTIONS

Unemployment Insurance Snapshot

Data below represents claimants receiving benefits as of November 17, 2021.

Claimants Receiving Benefits by County



Standard UI: 8,796

Fed. EB 2: 7,748

Total: 16,544

Percentage increase of UI Claimants from Nov 2019 to Nov 2021

Demographic groups that saw a higher percentage increase in UI Claimants from 2019 to 2021 than the average:

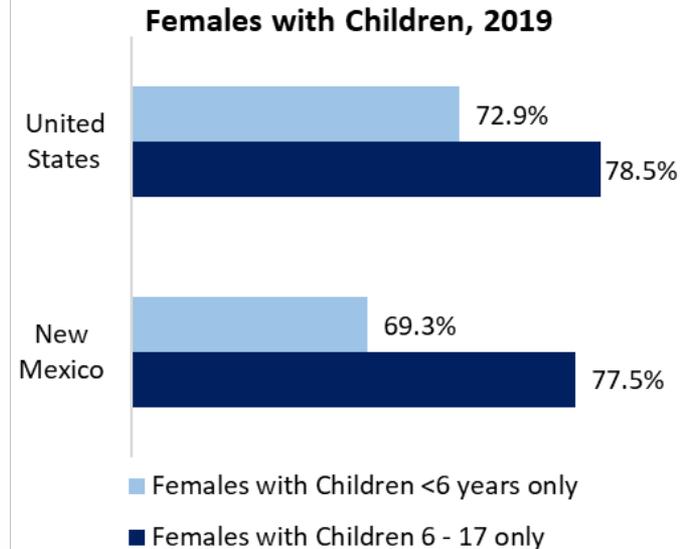
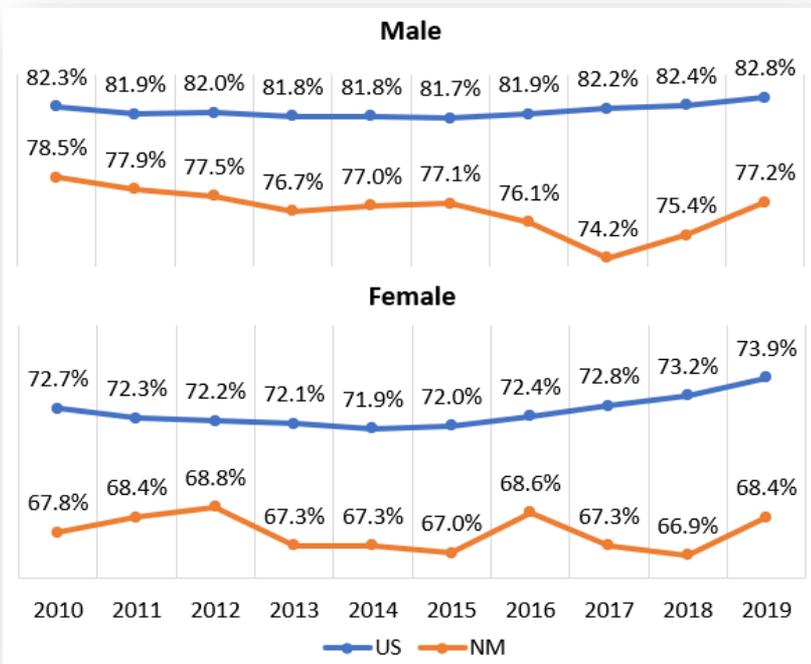
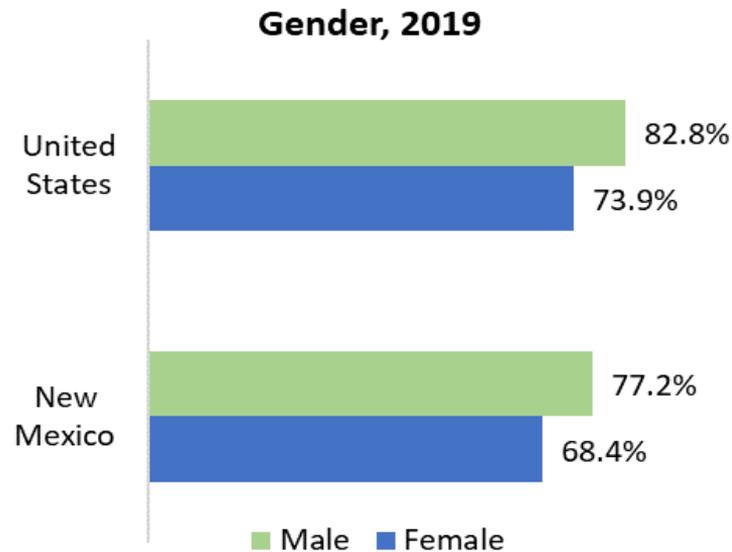
		11/30/2019	11/15/2021		% change
Total UI Claimants		8,411	16,465		95.8%
Gender & Age	Female	3,655	8,129		122.4%
	<22	206	545		164.6%
	22-24	372	958		157.5%
	35-44	1,889	4,117		117.9%
Ethnicity & Race	Hispanic/Latino	4,416	9,441		113.8%
	Asian	44	154		250.0%
	Black or African American	259	646		149.4%
Industry	Accommodation & Food Serv	550	1,869		239.8%
	Healthcare & Social Assist	836	2,387		185.5%
	Public Administration	275	778		182.9%
	Retail Trade	791	2,020		155.4%
	Real Estate, Rental, Leasing	105	262		149.5%
	Educational Services	207	500		141.5%
Occupation	Food Prep & Serving	299	1,343		349.2%
	Personal Care & Services	224	932		316.1%
	Healthcare Support	218	688		215.6%
	Building & Maint.	160	449		180.6%
	Sales & Related	472	1,312		178.0%
	Education, Training & Library	124	337		171.8%
	Transport & Material Moving	497	1,080		117.3%

Labor Force Participation Rates

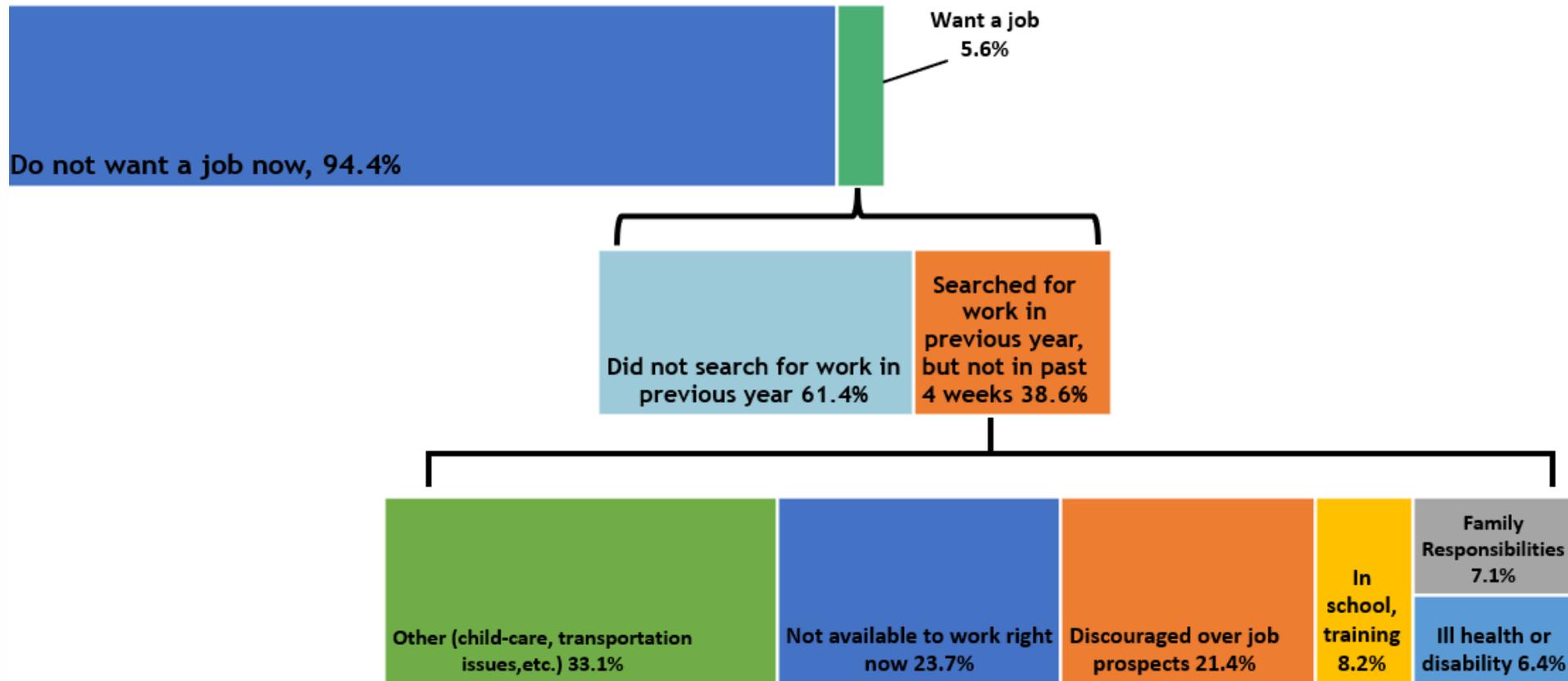
Historically, New Mexico's labor force participation rates are lower than the U.S.

Men typically have a higher labor force participation rate than women, but rates for women have grown substantially over the past 70 years.

A woman's involvement in the labor force is greatly impacted if she has children, especially if they are younger than 6 years of age.



Persons Not in the U.S. Labor Force by Reason, October 2021

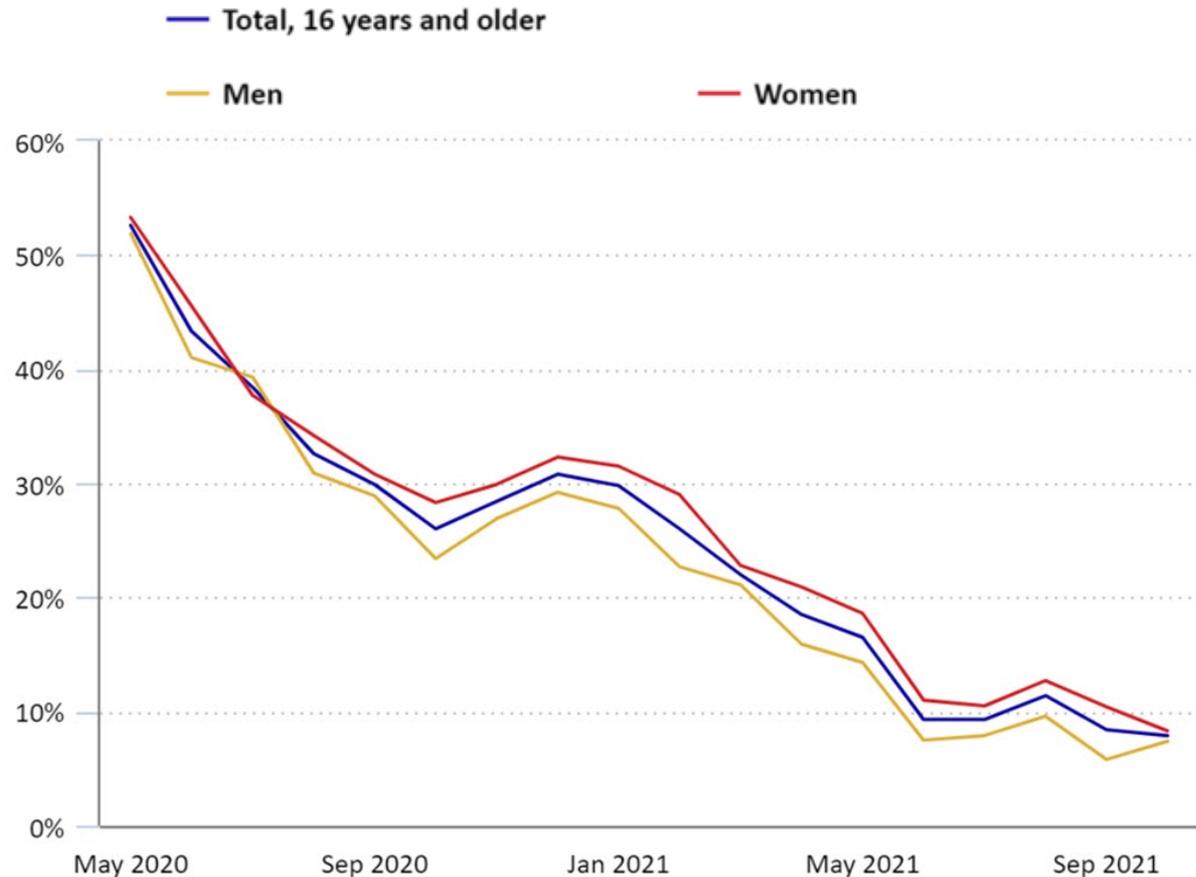


Impact of Pandemic on the Labor Force

Percent of people not in the labor force who want a job but were prevented from looking for work because of the COVID-19 pandemic, May 2020–October 2021

In May 2020, the Bureau of Labor Statistics added questions to the Current Population Survey to measure the impact COVID-19 was having on the Labor Force.

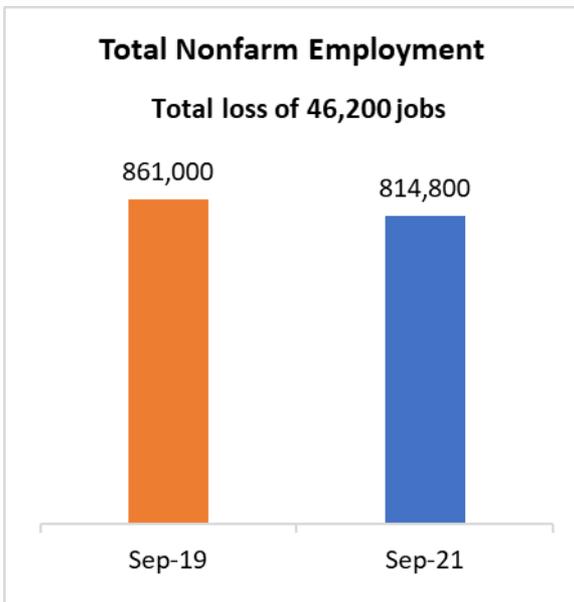
Impact has sharply decreased from 56.2% to 7.9%.



Data is for the U.S. only and not available by state. Data is not seasonally adjusted. This survey question is supplemental and asked at the end of the CPS survey, so answers to this question are tallied in all reasons for not in the labor force but wanting a job (as shown on previous slide).

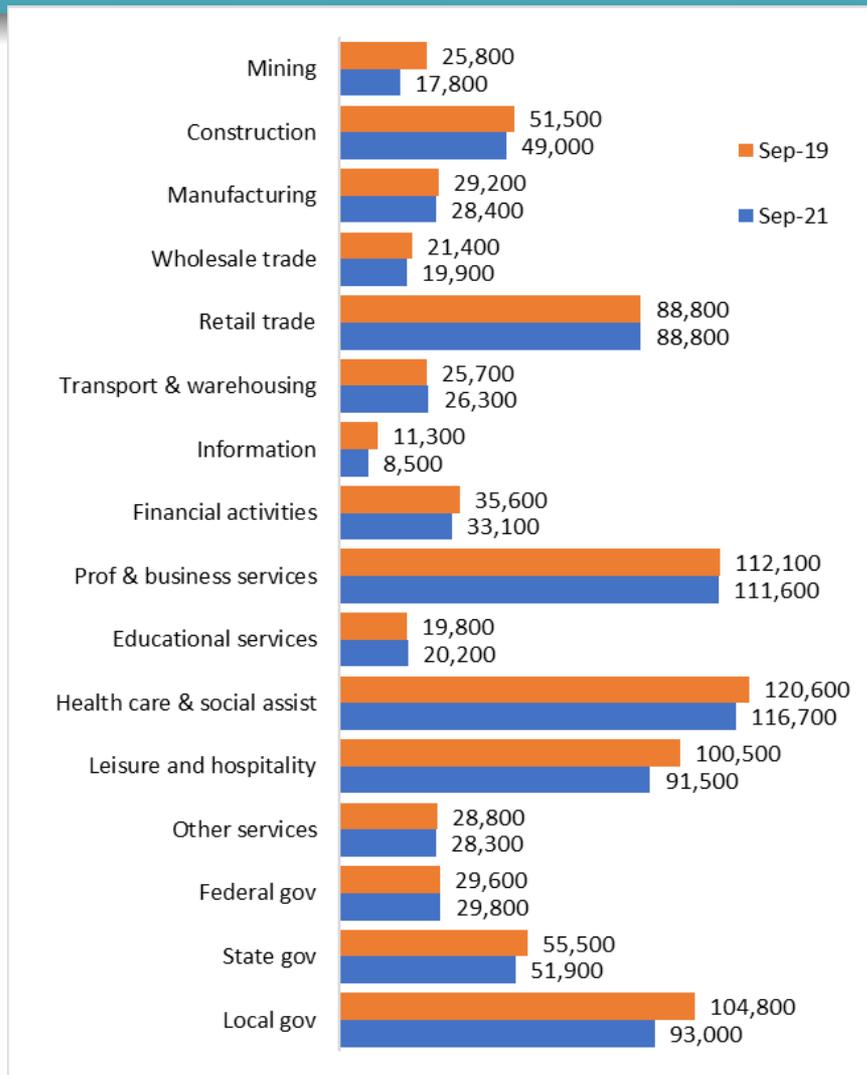
Source: BLS CPS <https://www.bls.gov/opub/ted/2021/people-not-looking-for-work-because-of-covid-19.htm>

Nonfarm Employment by Industry



Industries with the most job loss from Sep 2019 to Sept 2021 were local gov (-11,800), leisure & hospitality (-9,000), and mining (-8,000).

Recovered industries were transportation & warehousing (+600 jobs) and educational services (+400). Retail trade is at the same employment level it was two years ago.



Cross-agency Partnerships

Local Hiring Events and Outreach - DWS, Human Services Department and Early Childhood and Early Care Department

- Employer Engagement and Awareness
- Hiring Events

Hospitality and Tourism Sector Assistance - DWS and Department of Tourism

- Employer Training Subsidy -- \$2.5 million budget
 - Up to \$4,480 training reimbursement for every new employee hired who meet the qualification process
- Program encourages retention and starting wage of at least \$12.50 per hour
- Targeted Recruitment of hospitality and Tourism job talent
 - \$200,000 direct marketing campaign to encourage careers in the Hospitality and Tourism industry
- Dedicated portal for all Hospitality and Tourism position listing and a simplified application process to connect employers and job seekers
- 20 dedicated Business Representatives statewide to facilitate connection between employers and potential applicants

Employer Considerations

Unique challenge: A disconnect between working conditions (pay, hours, requirements, etc.) and what workers need (health and safety, child care, flexible hours)/want (telework, increased compensation, flexibility, etc.)

- Child care needs
- Flexible and creative schedules
- More shifts, reduced hours
- Remote work
- Streamlined hiring and application process
- Recognize capacity and train on technical skills
- Identify and promote pathways

New Mexico Hospitality Training

Business Requirements

Businesses must meet the following requirements to be eligible for this program:

- Must be in the hospitality industry.
- Must be located and have operations in the state of New Mexico.
- Cannot request funding for more than 10 workers per business location.
- Must submit program application within 30 days of a new hire or promotion of at least one full-time or part-time employee.
- Must be current on Unemployment Insurance taxes, penalties, and/or interest or related payment plan.
- Position(s) cannot already be subsidized by other state or federal funds.
- Must certify they are providing the trainee's compensation and general liability coverage.
- Must allow auditing of I-9 documentation for employee eligibility purposes for a minimum of three years unless records are audited, then records will be maintained for five years.
- Must provide a complete list of individuals hired or promoted, their social security numbers, occupations, start dates, rates of pay, hours per week, and pay increases after the training if applicable.
- Must submit monthly training reimbursement certifications with required documentation as specified in signed application (e-signature).

Qualifying Positions

Positions must meet the following criteria to be eligible for this program:

- Must pay at least \$12.50/hr
- Can be full-time or part-time, tipped or non-tipped
- New employees must be hired or promoted within 30 days of completing the Hospitality Training Reimbursement Program application.
- Promotional employees must receive a pay increase.
- For businesses in the food service, 25% of the new hires must be tipped full-time server staff.

Reimbursement Rates

Position Type	Total Reimbursement Amount	Length of Time	Hours
Full-time (non-tipped) eligible employee	\$4,480	16 weeks	32-40 hours/week
Part-time (non-tipped) eligible employee	\$2,240	16 weeks	20-31 hours/week
Full-time (tipped) eligible employee	\$1,632	16 weeks	32-40 hours/week
Part-time (tipped) eligible employee	\$816	16 weeks	20-31 hours/week

How to Apply

How to Apply

Contact a Ready NM Business Representative at [1-800-303-3599](tel:1-800-303-3599), Monday-Friday, 8am-4pm.

Have the following information ready when you call:

- Employer Account Number (EAN), Federal ID (FID) number, Unemployment Insurance (UI) Tax ID number, New Mexico Tax & Revenue CRS number
- Contact information
- Number of employees to be trained

Employment Services

Together with its partners, the NMDWS provides the following services to employers:

- **Customized employer recruitment services** - Recruitment (custom), screening, skills verification, interview setup(in-person, virtual), employer or industry specific hiring events.
- **WOTC** – Employer tax credits from \$2,400 to \$9,000 per employee hired from designated target groups. 33,795 applications processed in 2018, 25,959 certs.
- **Federal Bonding** – Up to \$5,000 no cost fidelity bonds for returning citizens and other hard-to-place job applicants who face barriers to employment.
- **Customized Training** - 50% match for training existing employees
- **Registered/Non-Registered Apprenticeships** – Curriculum dev., registration process, program support, partnership facilitation

Employment Services

Together with its partners, the NMDWS provides the following services to employers:

- **Career Link**
 - Career Link participants are hired into part time, 12-20 hours/week positions with private industry employers.

New Mexico employers who partner with the Career Link or Wage Subsidy program are provided a financial incentive to hire eligible participants in ongoing jobs at no cost to the employer.

- No payroll expense – participants are paid by NMDWS
- No liability, participants are covered by Medicaid and NMDWS Workman's comp
- Review participants' resumes and conduct interviews prior to placement
- Request participants with a specific job skill set
- Diverse pool of applicants
- Give back to the community as a work site

Recruiting

Post a Job

Supercharge your recruitment efforts by listing your jobs online. Advertise your jobs to thousands of qualified candidates at no cost to you.

Recruit Talent

Find the ideal candidate. Immediately access the résumés of thousands of qualified individuals. Automatically match your job postings and skill requirements with these candidates.

Labor Market Services

Access information about labor market trends, statistics, and economic and demographic data.

Due to the changing Workforce demands, New Mexico Workforce Connection has upgraded our employer recruitment efforts to include **digital platform. We promote career fairs on our Facebook, Instagram, YouTube and within our Unemployment benefits portal.

Employer Benefits

- Assists in recruitment and development in a highly skilled workforce which also creates an employee pipeline.
- Improves productivity and profitability which business can take to the bottom line.
- Reduced turnover and minimize cost.
- Customizable training that creates flexible training options that ensures workers develop the correct skills for your business.
- 94% of apprentices continue employment after completion which creates amazing employee retention.