

Where, Oh Where, Did the Workforce Go? How Do Local Governments Recruit and Retain Their Most Valuable Assets

Sarita Nair

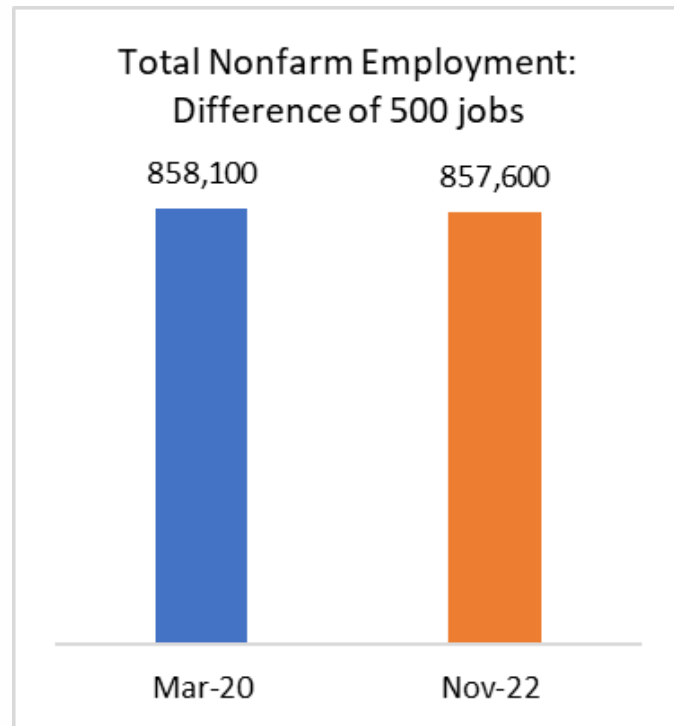
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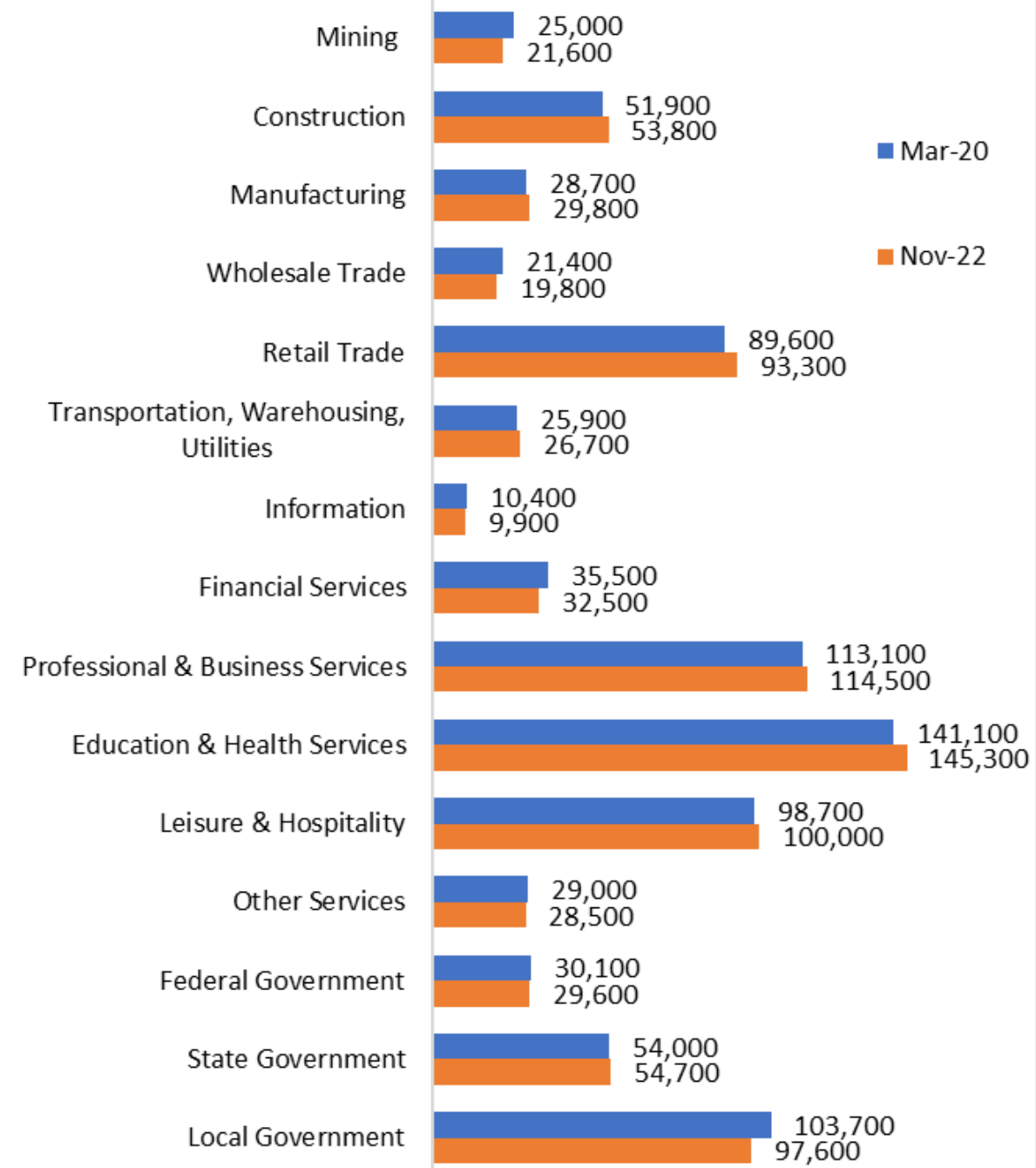
January 18, 2023

Good News

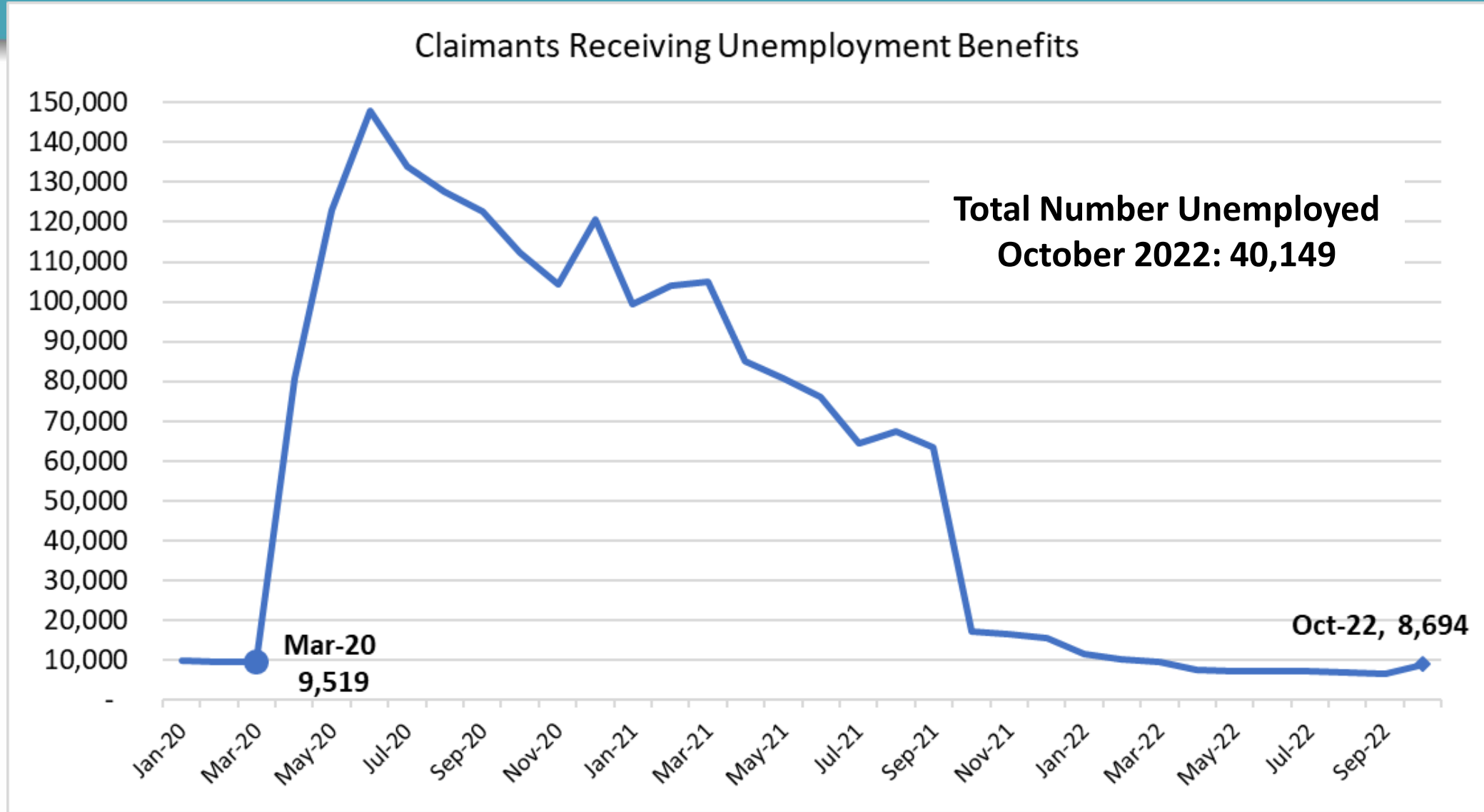
We Have Nearly Recovered from Pandemic Employment Losses



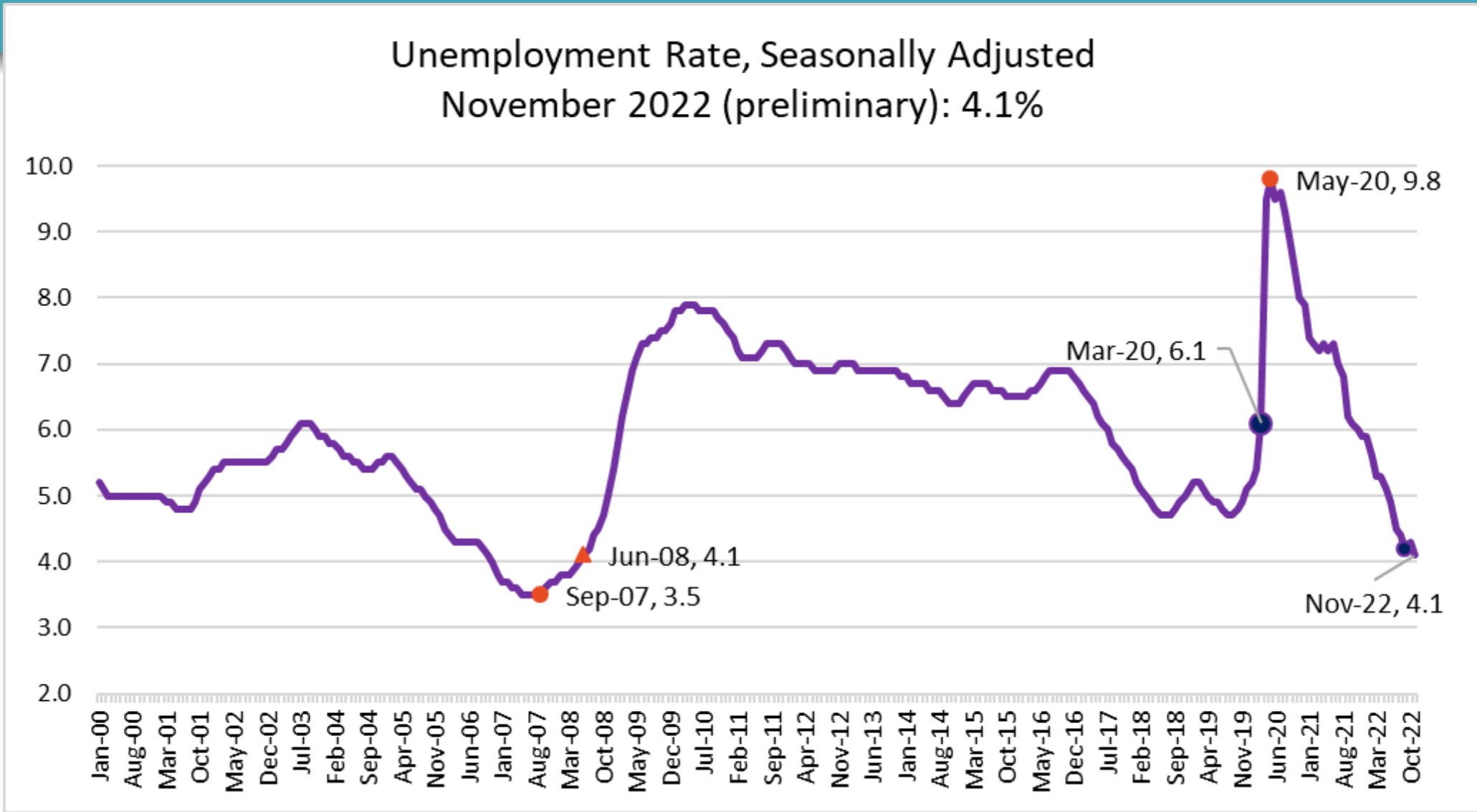
$$\text{Unemployment Rate} = \frac{\text{Unemployed}}{\text{Employed} + \text{Unemployed}}$$



Good News: Unemployment Claims are Down



Good News: Unemployment Rate lowest since June 2008

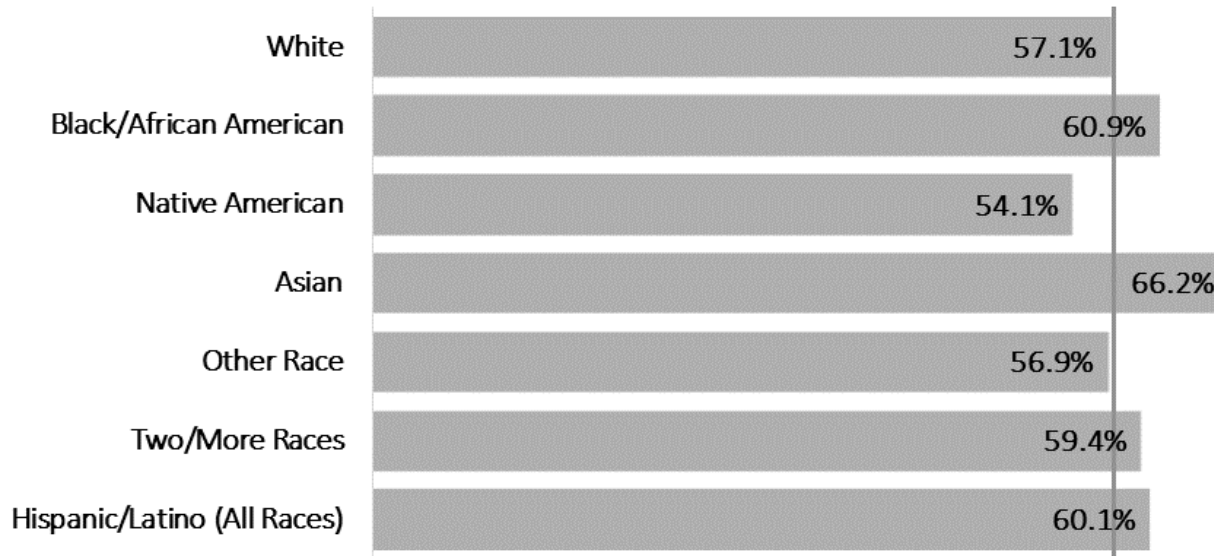


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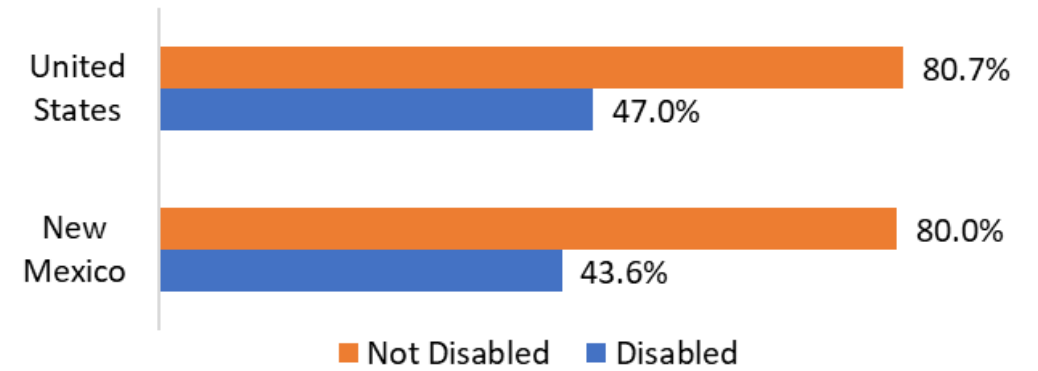
Not Good News: Labor Force Participation is Low

Labor Force Participation Rates by Race & Ethnicity, 2021

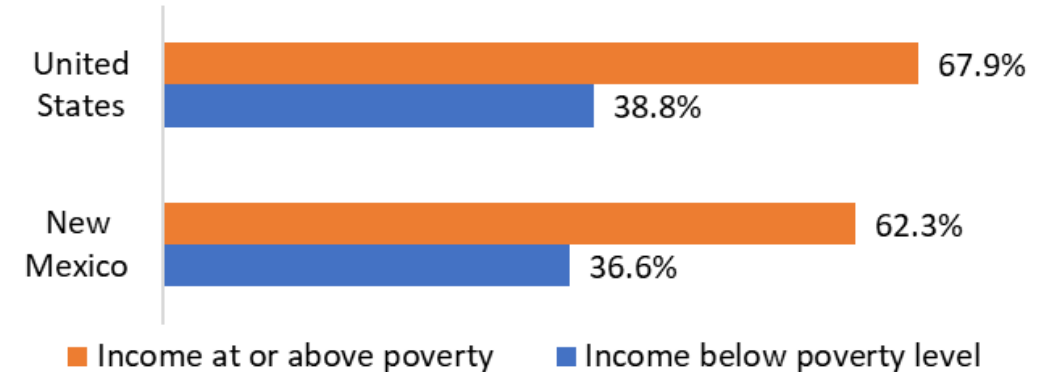
New Mexico Average Rate | 57.9%



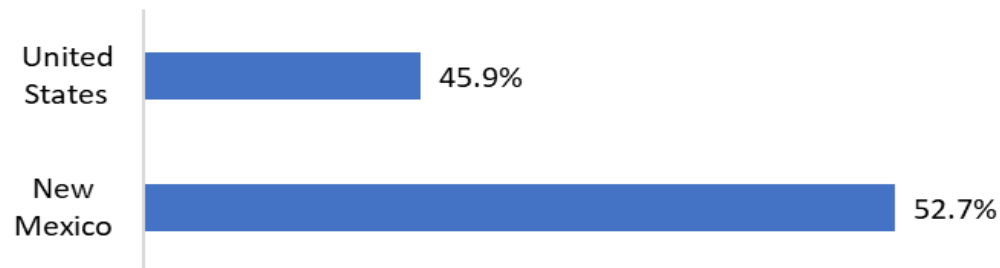
LFPR of the Population Living with a Disability, 2021



LFPR of the Population Living in Poverty, 2021

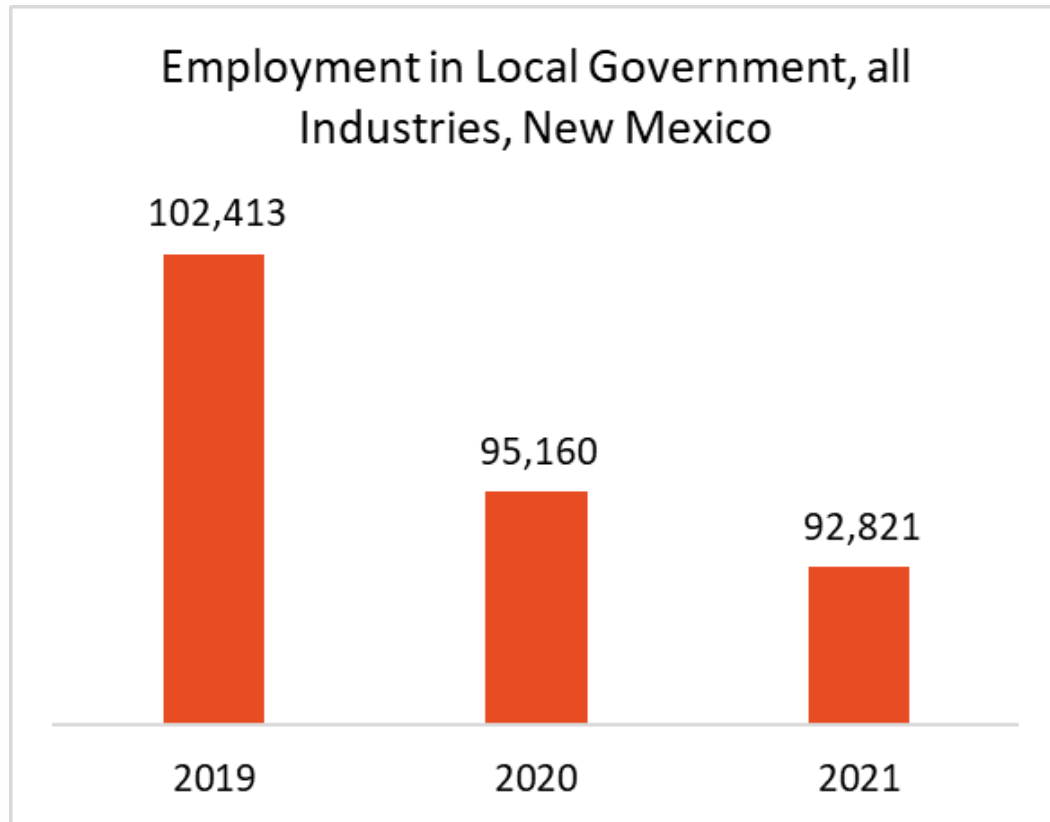


Percentage of Out-of-School Youth Ages 16–19 Who Were Unemployed or not in the Labor Force, 2021

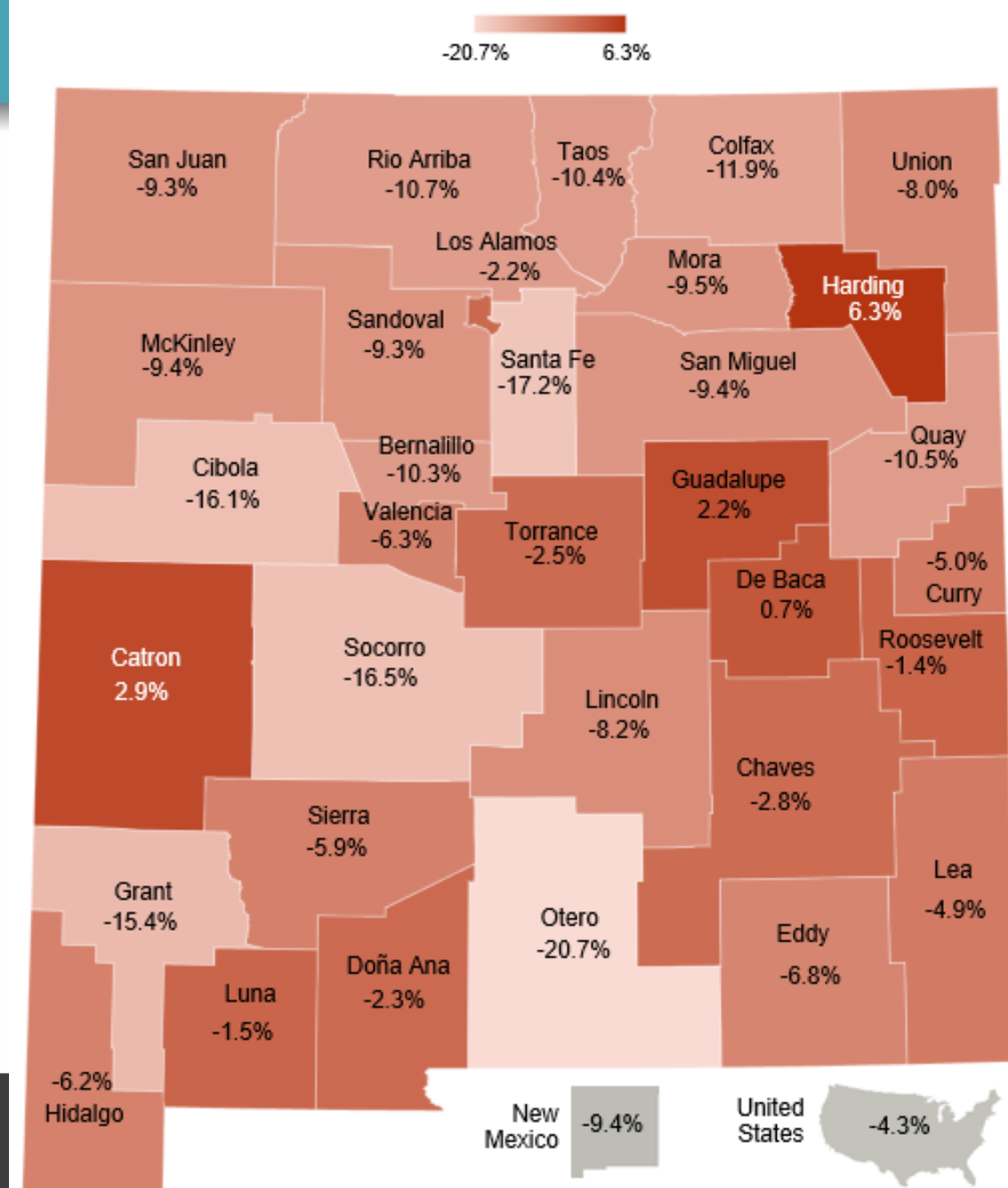


$$\text{Labor Force Participation Rate} = \frac{\text{Employed} + \text{Unemployed}}{\text{Civilian noninstitutional population}}$$

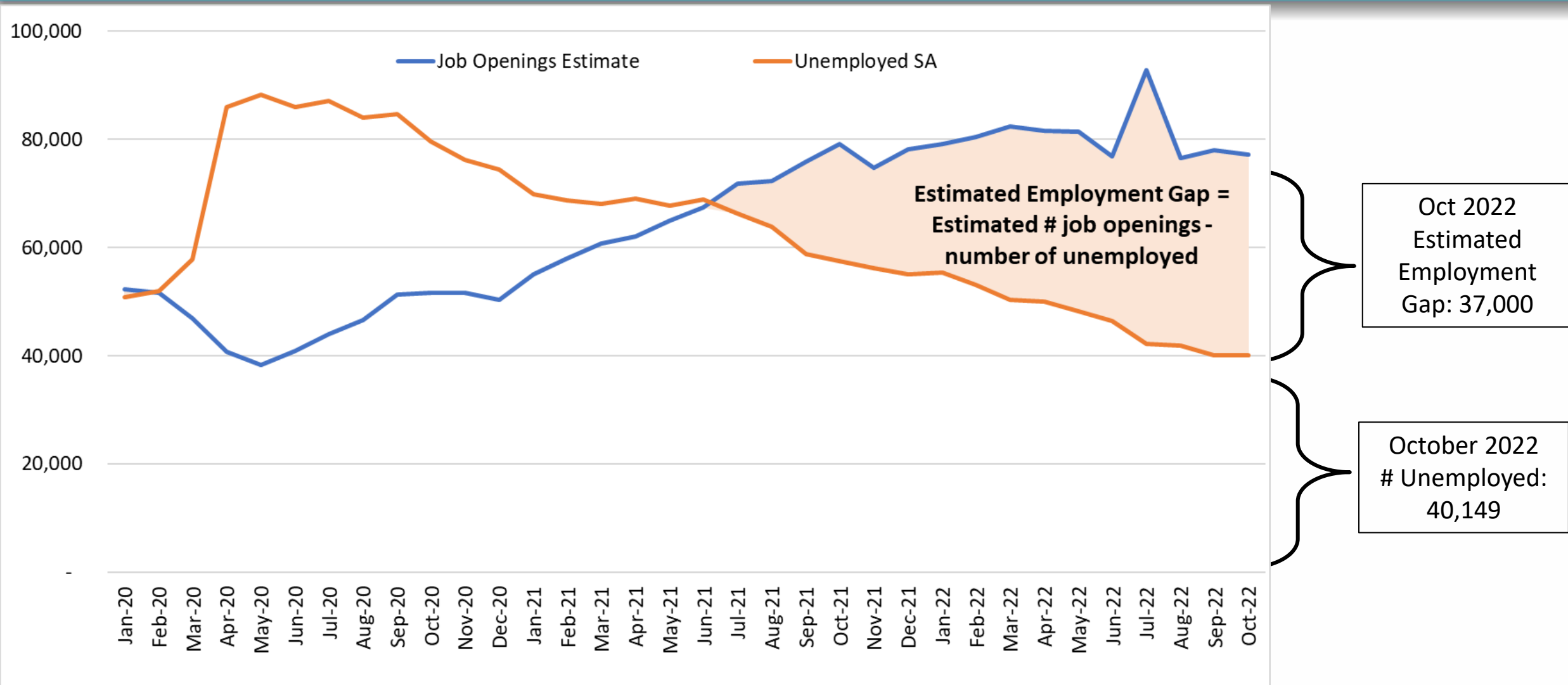
Local Government Employment 2019–2021



Percent Change by County, 2019–2021



You Are Not Alone: Estimated Employment Gap



Sources: Estimated employment gap uses U.S. BLS Job Opening & Labor Turnover (JOLTS) seasonally adjusted job openings data and advertised job openings from WCOS. Unemployed data are seasonally adjusted and comes from the LAUS program. Sept 2022 data are preliminary.

Some Demographic Groups Have Increased in the Workforce

Group	1999	2021	Difference
Total, 65 years and over	27,000	65,000	38,000
Women, 55 to 64 years	37,000	77,000	40,000
Men, 55 to 64 years	40,000	82,000	42,000
Men, 35 to 44 years	115,000	117,000	2,000
Women, 20 to 24 years	35,000	49,000	14,000

The WHY

- Two-parent households with one-parent incomes
- Culture shift in intergenerational living
- Shift from career to job(s)
- People leaving the state
- Seller's market

Components of Population Change for New Mexico, 2010 - 2021							
Total Change 2010 - 2021		Natural Increase			Net Migration		
#	%	Total	Births	Deaths	Total	International	Domestic
45,358	2.8%	75,443	280,984	205,541	(30,085)	33,904	(63,989)

Source: U.S. Census Annual Population Estimates & Estimated Components of Resident Population Change

Recruiting

Grow Your Own:

- Internships
- Apprenticeships
- Work-Based Learning

Revisit expectations:

- Standardized Testing Generation
- Work Keys

Seller's Market

- Time to Hire

Recruitment – We Can Help!

- Applicant database search for qualified candidates
- Customized applicant recruitment
 - Paid and unpaid marketing (Social Media, Radio, TV)
 - Outreach to local and regional Educational Institutions
 - Outreach to Community Organizations
 - Direct Marketing through Local Workforce Office statewide network
- Arranging customized Hiring Events
- Applicant pre-screening and interview scheduling assistance
- Skill assessments verifying abilities
- Work with county to determine eligibility for training funds

Retention Strategies: Employees are Whole People



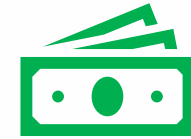
Growth



Purpose



Health



Money



Accomplishment



Creativity



Learning

Retention Strategies for the Modern Workforce

Recreate the best of the in-person workplace
Abandon the worst of the remote workplace

Teach managers and supervisors how to work with a remote workforce

Strength-based employee performance evaluations

We can help design on-boarding strategies to establish these pieces
from Day One

Contact Us!

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