



NAIMI Build to Scale Workshop

New Mexico's Tech Workforce Needs

November 14, 2025



AGENDA



Introduction & General NM Workforce Data



Tech Jobs Data

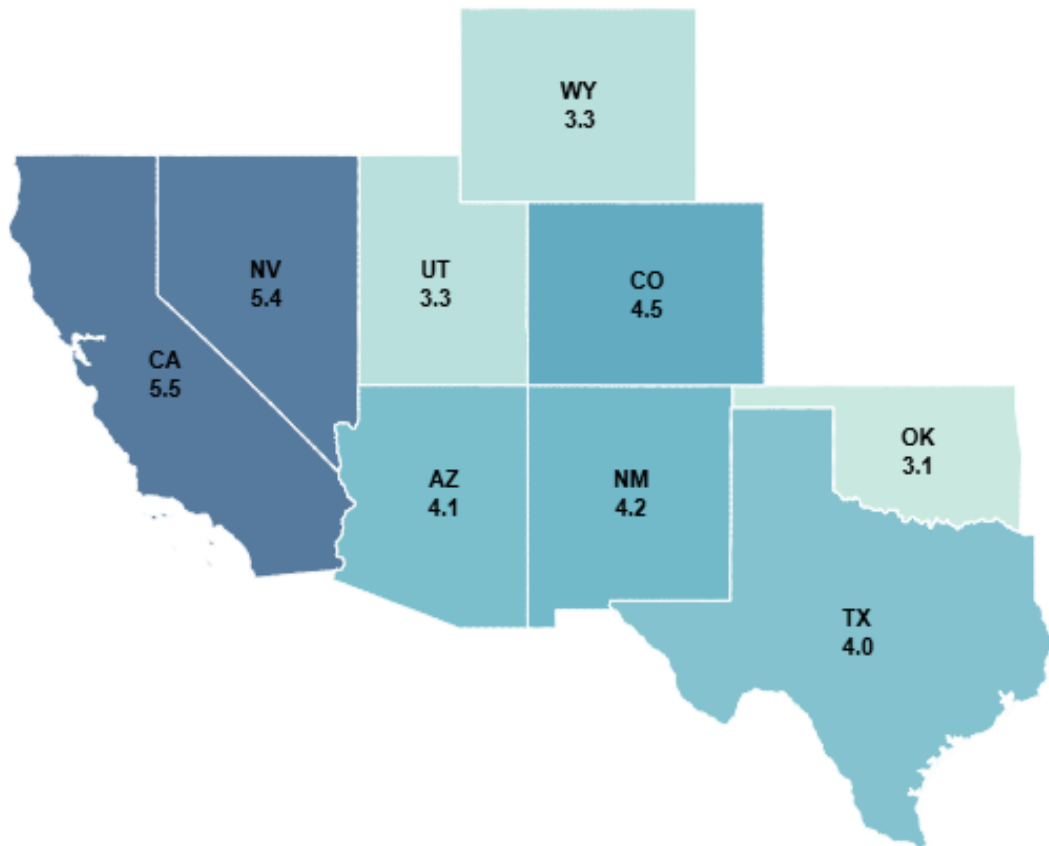


NM Dept. of Workforce Solutions Resources for Career Pathways

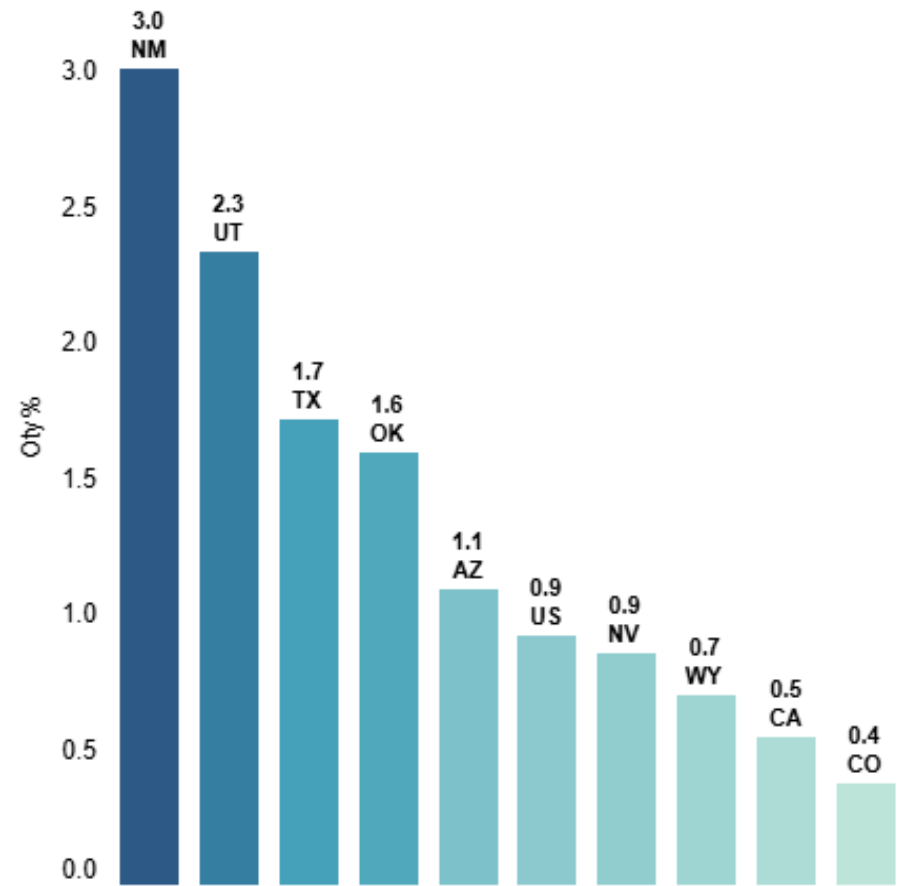


Group Discussion

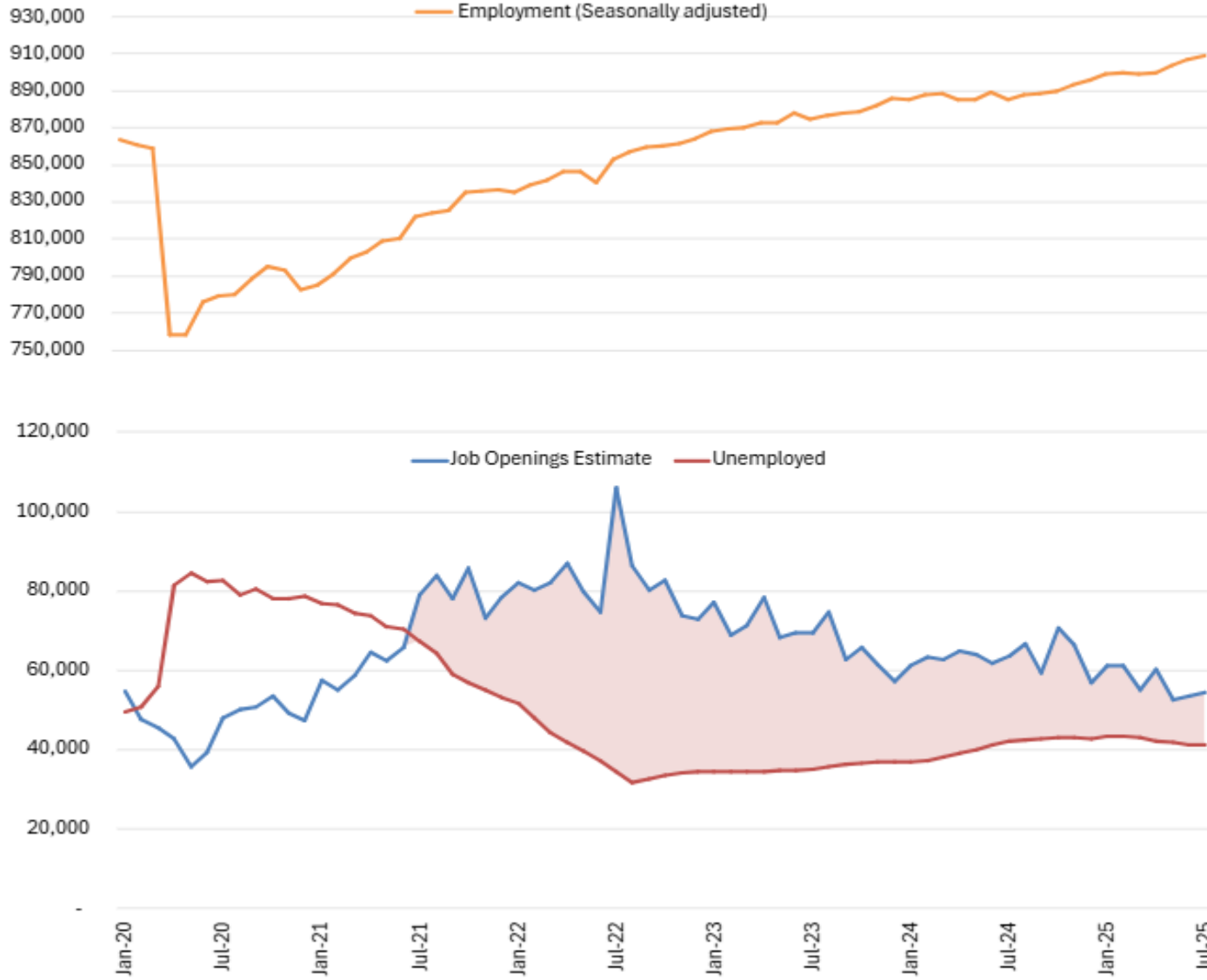
Regional Unemployment Rates (%)
July 2025
Seasonally Adjusted



Regional Over-the-Year Employment Growth (%)
July 2024 to July 2025
Not Seasonally Adjusted



ESTIMATED EMPLOYMENT GAP

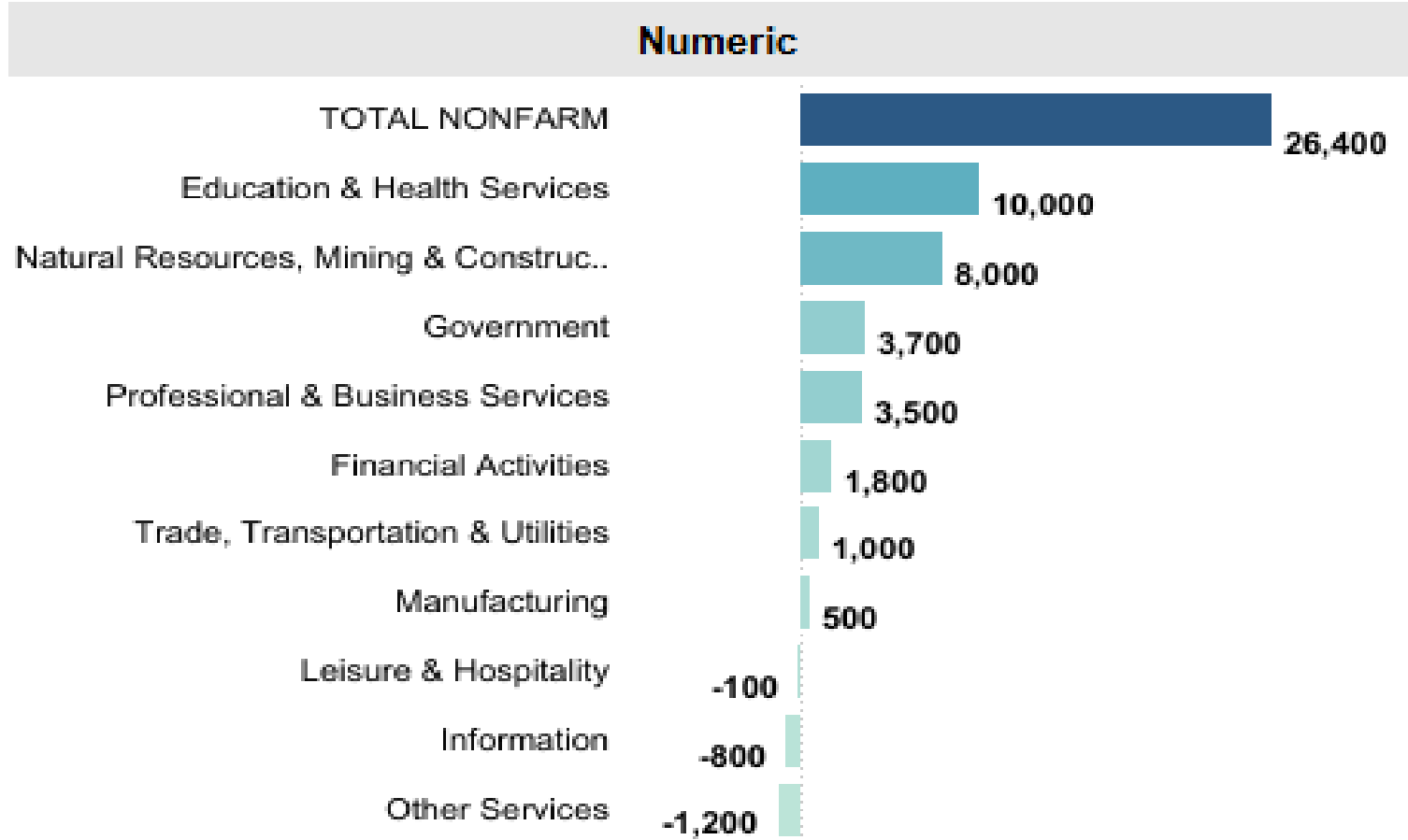


July 2025 Employment:
909,900

July 2025 Estimated
Employment Gap:
13,120

July 2025
Unemployed: 41,289

OVER THE YEAR JOB GROWTH



Source: Current Employment Statistics (CES), July 2024 to July 2025, via DWS website.



New Mexico Information Security Analysts Demand 2022-2032



- **Reasons for high demand for Information Security Analysts**
 - Increased frequency of cyberattacks
 - Need to prevent hackers from stealing critical information or creating computer network problems
 - Increased cloud services by small and medium-sized businesses
 - Particular cybersecurity needs for banks and financial institutions
 - Healthcare industry expanded use of electronic medical records



New Mexico Information Security Analysts Demand - 2022-2032



- NM Employment growth projection = 46% in 2022-2032
(1620 to 2360 jobs in 2022-2032 – 740 increase; 74/yr)
(1900 new job openings in 2022-32)

Need is higher – The Churn/Turnover:

- NM job openings projection = 117% in 2022-32
(190 new job openings per year)
(1900 new job openings in 2022-32)



Information Security Professionals



- 48 Job Openings for Information Security Analysts in NM
- Counties where most jobs available: Bernalillo, Los Alamos, San Juan, Socorro, Dona Ana, Taos
- Median Salary - \$133,000
- Types of Jobs:
 - Information security officer/analyst/specialist
 - Information systems architect
 - Information systems security manager
 - Network security engineer
 - Modeling/simulation analyst
 - Technical security specialist
 - Signal Countermeasures Practitioner



Tech Related Occupations Top NM Job Openings

- Computer Systems Engineers/Architects = 321
- Computer User Support Specialists = 131
- Software Developers = 127
- Electrical Engineers = 80
- Network and Computer Systems Administrators = 63
- Information Security Analysts = 48
- Health and Safety Engineers = 38
- Computer Network Architects = 34
- Computer and Information Systems Managers = 31

Source: Online advertised jobs data and OEWS

Information Security-Related Candidates

Estimated Number of New Mexicans Looking for Work by

Tech Occupation

Current Total = 452

Computer User Support Specialists	108
Software Developers	48
Computer and Info Systems Mgrs	39
Network/Computer Systems Administrators	39
Computer Systems Analysts	31
Info Security Analysts	29
IT Project Mgrs	25
Computer Network Support Specialists	20

Web Developers	17
Computer Occupations, all others	14
Computer Programmers	13
Computer Systems Engineers/Architects	12
Technical Writers	11
Software QA Analysts&Testers	9
Info Security Engineers	7

Database Administrators	6
Computer Hardware Engineers	6
Data Warehousing Specialists	5
Web/Digital Designers	5
Computer Network Architects	4
Intelligence Analysts	4

NM Higher Education and Training Programs Selected Tech Fields

Occupation

of Programs

Max Enrollment

Information Security Analysts	22	1003
Computer Network Architects/Eng	44	412
Network Systems Admins	21	641
Software Developers	23	422
Fiber Technician/Splicer	17	515

NM Higher Education Non-Credit Programs Tech Fields – GRO Fund

Occupation	Higher Ed Institution	# Students
IT Professional	Central NM	281
Digital Fabrication	Central NM	115
Fiber Optics	Santa Fe CC	110
3D Printing	Santa Fe CC	60
Fiber Optics	UNM-Taos	41
Computer Techn.	NMSU-Grants	10
Cybersecurity	UNM-Valencia	2
Computer Sci.	ENMU	2
Electronics Eng.	ENMU	2



Information Security Analysts

Related NM Education and Training Programs

- CIS Network Admin. Certificate – CNM (Albuquerque)
- Information Technology Certificate – Computer Career Center (Las Cruces)
- Design UI/UX and CompTIA Coding Camp – Cultivating Coders (Albuquerque)
- Info. Systems Cybersecurity Associate of Applied Science – ENMU- Ruidoso
- Computer Systems Technician Certificate – IntelliTec College (Albuquerque)
- Cybersecurity Support Technician - NM IT Apprenticeship Program (Alb.)
- Network Support Specialist - NM IT Apprenticeship Program (Alb.)
- Computer and Info. Sciences, General – NMSU (Grants)
- Cisco Certification Network Associate Routing/Switching – N. NM College- Espanola
- Cisco Certification Network Associate Security– N. NM College - Espanola



Other Related Occupations - Median Wages

Computer and Info. Research Scientists	\$178,120
Electrical Engineers	\$143,850
Computer and Info. Systems Managers	\$139,330
Software Developers	\$120,820
Database Architects	\$120,120
Data Warehousing Specialist	\$120,120
Computer Network Architects	\$113,070
Telecomms Engineering Specialists	\$113,070
Software Quality Assurance Analysts/Testers	\$105,520



Source: Online advertised jobs data and OEWS

Other Related Occupations - Median Wages (cont.)

Security Managers	\$104,270
Computer Occupations, All Other	\$102,500
Web Administrators	\$102,500
GIS Systems Techs	\$102,500
Information Security Engineers	\$102,500
Digital Forensics Analysts	\$102,500
Blockchain Engineers	\$102,500
Computer Systems Engineers/Architects	\$102,500
IT Project Managers	\$102,500

Source: Online advertised jobs data and OEWS

DWS Workforce Pipeline Support

- Major DWS Functions = Workforce Agency
 - New Mexico's state labor and workforce agency
 - Workforce Innovation and Opportunity Act (WIOA)
 - Priority sector strategies
- DWS = Education Agency
 - Training and education functions
 - WIOA youth
 - K-12 and higher education coordination
 - Career and Technical Education (CTE)
 - Work-based learning

Workforce Pipeline Support

Major DWS Functions

- WIOA Administration
 - Title I - (including Youth Program) – case mgmt, training, employment
 - Title II – Adult Education
 - Title III – Wagner-Peyser employment services
 - Title IV – Vocational Rehab
- State and Local Workforce Development Boards
- American Jobs Centers (AJCs)
- Income supports – TANF, SNAP, housing
- Labor relations
- Economic research and analysis
- Unemployment insurance

Workforce Pipeline Support

Focus Populations - NM WIOA State Plan

- Low-income
- Rural
- Tribal
- Individuals with disabilities
- Ex-offenders
- Experiencing homelessness
- Aged out of foster care
- English language learners
- Low literacy levels
- Women in construction
- Single parents
- Long-term unemployed
- Veterans
- People exhausting TANF benefits

Workforce Pipeline Support

Training and Education Functions

- Federal and state employment programs with training/ed components
- Apprenticeship and Pre-apprenticeship programs, including STEM Pre-apprenticeships
- Internships
- Coordination with K-12
 - Work-based learning
 - CTE
- Coordination with higher education
 - Integrated Education and Training (IET) adult education programs
 - Non-credit credentials and classes
- NM Longitudinal Data System (NMLDS)

Federal SAEF2 Apprenticeship and Pre-Apprenticeship Grant

Building, Energizing and Connecting through Apprenticeships (BECA)

- US DOL (\$5.95 million) to expand and establish Registered Apprenticeship Programs (RAPs) Pre-apprenticeship Opportunity Programs (POPs)
- Specific high-demand industries
 - Broadband
 - Clean energy
 - Infrastructure
 - Construction including clean energy
- RAPs (1-4 years)
 - Employers sponsor
 - On-the-Job Learning/Training (OJT) (2000 hours)
 - Related Technical Instruction (RTI) (144 hours min)

Federal SAEF2 Apprenticeship and Pre-Apprenticeship Grant

Pre-Apprenticeship Opportunity Programs (POPs)

- Career exploration for young people, typically 16-24
- Also combo OJT and RTI, but less specific on how and how much of each
- Shorter 400 hours/10 weeks
- BECA supports
 - Tuition
 - Wages (\$16/hour)
 - Support services
- BECA POP Contracts (7 total) – several with an IT focus
 - SFCC – broadband
 - STEM Boomerang – high-performance computing
 - New Space Nexus – semi-conductor manufacturing

Pre-Apprenticeship Opportunity Programs (POPs)

- \$1.2 million = state funds for POPs in FY 26
- \$600,000 = state funds for STEM POPs in FY26
- Approximately 90 students served
- \$300 in support services
- Examples of STEM POP career paths
 - Digital Technology
 - Math
 - IT
 - Engineering & Skilled Trades Energy and Infrastructure
 - Green Energy
 - Healthcare

Workforce Pipeline Support

Federal and State Employment Programs with Educ/Training

- Rapid Response
- RESEA (Re-Employment Services and Eligibility Assessment)
- STEPUp (Supporting, Training, and Employing Parents Upward)
- Trade Assistance Act (TAA)
- Energy Transition Act (ETA)
- TANF VT (Temporary Assistance for Needy Families Vocational Training)
- Americorps
- Housing Stability
- Jobs for Vets
- Migrant and Seasonal Farm Workers

Workforce Pipeline Support

New Mexico WIOA Plan Priority Sectors

- Advanced manufacturing
- Aerospace
- Biosciences
- Broadband
- Construction industries
- Early childhood education and care
- Energy transition and climate resilience
- First responders
- Healthcare/behavioral health
- Natural resources management
- Sustainable agriculture

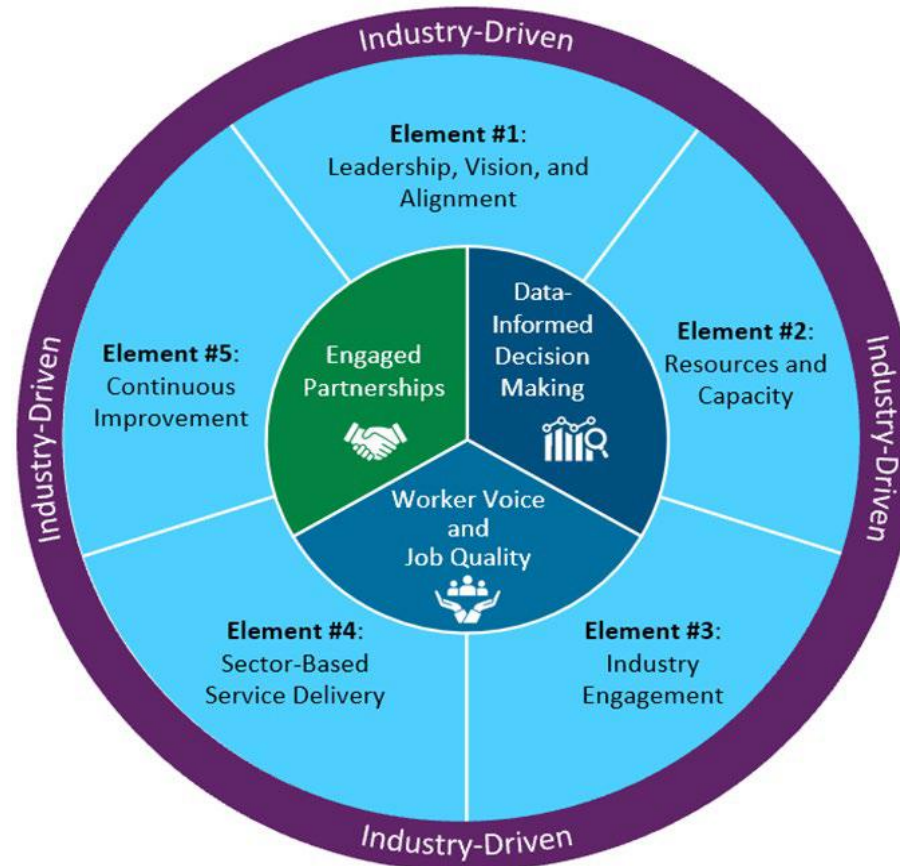
Workforce Pipeline Support

DWS Priority Sector Strategies

- Engage employers
- Identify range of occupations
- Analyze job availability and projections, and wages
- Determine higher education opportunities
- Coordinate with education leaders
- Develop a marketing strategy to promote NM for this work
- Implement strategies and monitor impact and progress

Sector Strategy

A guiding approach for how partners collaboratively identify industries' and workers' talent development needs and implement responsive, coordinated solutions at a region-wide, industry scale.



GROUP DISCUSSION

- 1. What are the most significant gaps in qualifications among applicants/new hires in your field?**
- 2. What policies or programs could strengthen pathways into your industry?**

THANK YOU

If you have any questions, comments or would like to meet with a workforce representative, please contact:

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