

# New Mexico 2024 State of the Workforce

**A Report Highlighting New Mexico's  
Current and Future Workforce**

**September 2024 | [www.dws.state.nm.us](http://www.dws.state.nm.us)**

## 2024 State of the Workforce Report

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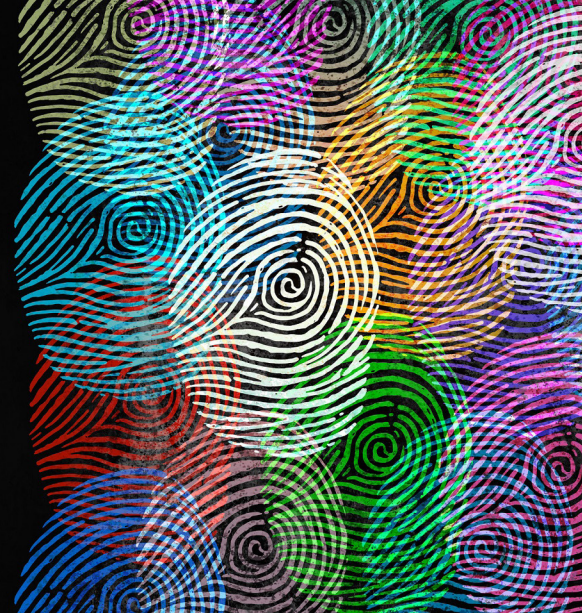
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# Population



## WHY LOOK AT POPULATION?

Population estimates, and the characteristics of a population, are fundamental measures for assessing an area's economy. Population and its characteristics tell a story of not just what the local community looks like, but also the economic activity that can and will be generated from that population. Economic mobility, purchasing power, and demand for public services can all be evaluated with an understanding of an area's population. And as populations evolve and change, data will help determine what business and policy investments can be made to support the current well-being and future opportunities available to that population.

## AN OVERVIEW FOR NEW MEXICO

New Mexico's population in 2023 was 2,114,371, an increase of one percent from 2018. The nation's population during that same time increased by 2.5 percent.

Population growth in New Mexico between 2018 and 2023 was entirely driven by natural increases (births) and international migration. But between 2010 and the first quarter of 2023, more people left New Mexico to work elsewhere than the number of workers who moved to New Mexico from another state.

While the median age of New Mexico's population was slightly higher than the U.S., the number of New Mexicans aged 65 years and older grew more quickly than the U.S. The number of persons in the prime working age group of 25 to 54 increased by 1.6 percent from 2018 to 2023 in the United States, while in New Mexico the number of persons in this age group increased by nearly 11,000 people, or 1.4 percent.

New Mexico is a minority-majority state, with just under half of all New Mexicans (48.6 percent) identifying as Hispanic or Latino, the highest among all states in the nation. The state's Hispanic/Latino population has also been growing in recent years. New Mexicans identifying as American Indian and Alaska Native represented 11.4 percent of the state's population, the second highest share in the country, following Alaska.

In 2022, New Mexico had a higher share of persons living with a disability and living in poverty compared to the U.S. Those differences were 3.4 percentage points and 5.8 percentage points, respectively. New Mexico's share of veterans (8.4 percent) was also higher than the U.S. average.



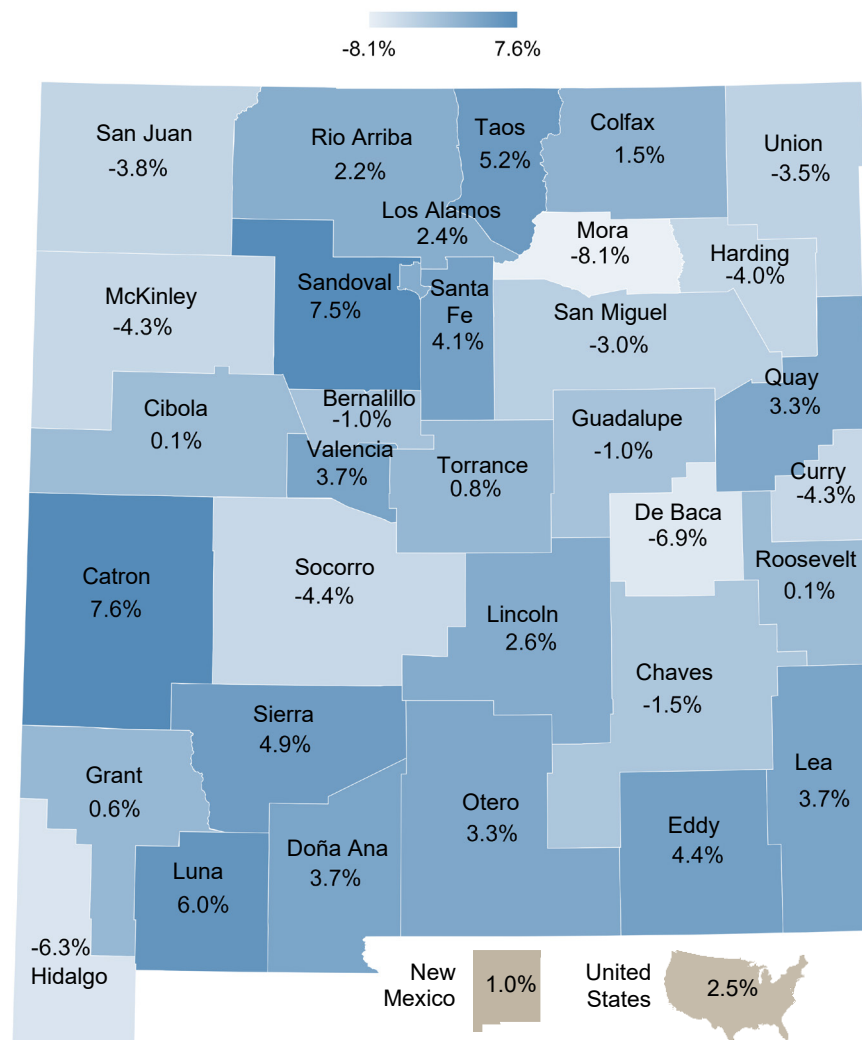
# Population

## POPULATION AND POPULATION CHANGE

New Mexico's total population in 2023 was estimated at 2,114,371 persons, with nearly one out of three people living in Bernalillo County. The county with the next highest share of population was Doña Ana, which had 10.7 percent of the state's population, followed by Santa Fe and Sandoval (7.4 percent each). The least populated county was Harding, which only had 624 residents.

From 2018 to 2023 New Mexico's population grew at a slower rate (1.0 percent) than the nation's population (2.5 percent). Population growth occurred in 20 of the 33 counties, with Sandoval County increasing the most (10,840) and Catron County increasing the fastest (7.6 percent). Bernalillo County lost the most (6,448) while Mora County declined the fastest (8.1 percent).

Change in Population 2018 - 2023



2023 Population

New Mexico	2,114,371	% of Total
Bernalillo	671,586	31.8%
Catron	3,825	0.2%
Chaves	63,561	3.0%
Cibola	26,780	1.3%
Colfax	12,255	0.6%
Curry	47,222	2.2%
De Baca	1,657	0.1%
Doña Ana	225,210	10.7%
Eddy	60,275	2.9%
Grant	27,472	1.3%
Guadalupe	4,292	0.2%
Harding	624	0.0%
Hidalgo	3,965	0.2%
Lea	72,101	3.4%
Lincoln	20,029	0.9%
Los Alamos	19,444	0.9%
Luna	25,316	1.2%
McKinley	68,797	3.3%
Mora	4,123	0.2%
Otero	68,835	3.3%
Quay	8,510	0.4%
Rio Arriba	39,876	1.9%
Roosevelt	18,787	0.9%
Sandoval	155,936	7.4%
San Juan	120,675	5.7%
San Miguel	26,668	1.3%
Santa Fe	155,956	7.4%
Sierra	11,488	0.5%
Socorro	15,963	0.8%
Taos	34,405	1.6%
Torrance	15,633	0.7%
Union	3,964	0.2%
Valencia	79,141	3.7%

### Data Source

U.S. Census Bureau, County Population Totals: 2010 – 2019 [County Population Totals: 2010-2019 \(census.gov\)](https://www.census.gov/data/decennial/census2010.html) and 2020–2023 [County Population Totals: 2020-2023 \(census.gov\)](https://www.census.gov/data/decennial/census2020.html).

# Population

## COMPONENTS OF POPULATION CHANGE

New Mexico's population between 2018 and 2023 was entirely driven by births and international migration. Since 2018, the natural increase of the population was estimated at 229 people, the result of 115,168 births and 114,939 deaths. Net migration increased by 1,413 people and was comprised of domestic migration (where more people left New Mexico to move to another state, for a loss of 13,468) and international migration (where more people moved into New Mexico from outside of the U.S., with a gain of 14,881).

Of all counties in New Mexico, Sandoval had the largest population increase, growing by 11,161, with 11,241 from positive net migration and a loss of 79 from natural change. Doña Ana had the second largest population increase, with growth in both natural increase and net migration. Only three other counties in New Mexico—Otero, Los Alamos, and Valencia—had population increases in both net migration and natural change.

Bernalillo County had the largest loss in domestic migration (11,169), followed by McKinley County (4,787) and San Juan County (4,028). Santa Fe County had the greatest decline in natural change, where deaths outnumbered births by 1,330. Of New Mexico's 33 counties, 14 had losses in both natural change and net migration.

### Data Source

U.S. Census Bureau, County Population Totals: 2010 – 2019, [County Population Totals: 2010-2019 \(census.gov\)](#) and 2020 – 2023, [County Population Totals: 2020-2023 \(census.gov\)](#).

## Components of Population Change

Cumulative, July 1, 2018 to July 1, 2023

	Total Change	Natural Change-->			Net Migration-->		
		Total	Births	Deaths	Total	Intern'l	Domestic
<b>New Mexico</b>	<b>1,891</b>	<b>229</b>	<b>115,168</b>	<b>114,939</b>	<b>1,413</b>	<b>14,881</b>	<b>-13,468</b>
Bernalillo	-3,948	656	35,365	34,709	-4,799	6,370	-11,169
Catron	222	-198	81	279	425	40	385
Chaves	-2,060	146	4,117	3,971	-2,252	345	-2,597
Cibola	-641	-350	1,414	1,764	-296	77	-373
Colfax	-339	-318	494	812	-4	47	-51
Curry	-2,044	1,691	4,176	2,485	-3,716	94	-3,810
De Baca	-95	-83	75	158	-7	2	-9
Doña Ana	7,662	2,559	13,013	10,454	5,017	1,701	3,316
Eddy	-687	625	4,114	3,489	-1,285	213	-1,498
Grant	-1,363	-761	1,270	2,031	-583	82	-665
Guadalupe	-268	-131	165	296	-141	32	-173
Harding	-88	-57	7	64	-29	2	-31
Hidalgo	-314	-80	212	292	-234	13	-247
Lea	-332	1,894	5,245	3,351	-2,216	971	-3,187
Lincoln	-133	-464	922	1,386	344	17	327
Los Alamos	651	206	896	690	431	471	-40
Luna	-501	-116	1,797	1,913	-405	225	-630
McKinley	-5,163	-617	4,171	4,788	-4,582	205	-4,787
Mora	-70	-84	163	247	16	0	16
Otero	2,369	440	4,257	3,817	1,920	1,166	754
Quay	-279	-351	394	745	73	32	41
Rio Arriba	-798	-544	2,149	2,693	-261	258	-519
Roosevelt	-801	266	1,225	959	-1,070	60	-1,130
Sandoval	11,161	-79	7,032	7,111	11,241	365	10,876
San Juan	-3,950	-173	7,175	7,348	-3,828	200	-4,028
San Miguel	-972	-537	1,205	1,742	-437	179	-616
Santa Fe	2,002	-1,330	6,081	7,411	3,387	1,225	2,162
Sierra	-358	-945	435	1,380	597	2	595
Socorro	-826	-126	853	979	-696	98	-794
Taos	-152	-664	1,305	1,969	529	33	496
Torrance	507	-208	804	1,012	731	54	677
Union	-239	-75	193	268	-159	1	-160
Valencia	3,738	37	4,363	4,326	3,702	301	3,401

Total change includes residual, which is the change that cannot be attributed to any specific component.

# Population

## POPULATION MOVEMENT

During 2022, 87.5 percent of New Mexicans one year old or older did not change residences, slightly higher than the national rate of 86.9 percent. The percentage of New Mexicans who moved from another state was slightly higher than the national average (3.1 and 2.3 percent, respectively). The percentage of those who stayed but moved within New Mexico (9.0 percent) was lower than the national rate (10.2 percent) of within-state movers.

Census Bureau Job-to-Job data provides information on worker movement between states. Between 2010 and the first quarter of 2023 (the most recent data available), more people left New Mexico to work elsewhere than the number of workers who moved to New Mexico from another state. This left the state with a negative net worker migration of 18,977 individuals. Since 2010, net migration has been negative in every year except 2019 and the first quarter of 2023.

### Data Source

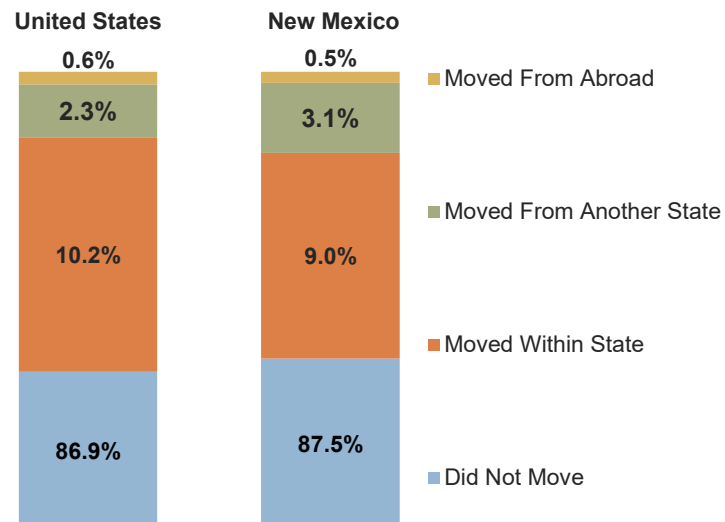
#### Migration of the Population

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table B07001: Geographical Mobility in the Past Year by Age for Current Residence in the United States, <https://data.census.gov/>. Data are for the population one year old or older. Data differ from Census components of population change, as migration of the population presented in this chart measures movement in the last year and movement into the state only. Methodological differences exist between data sources. For more information, visit [www.data.census.gov](http://www.data.census.gov).

#### Net Worker Flows

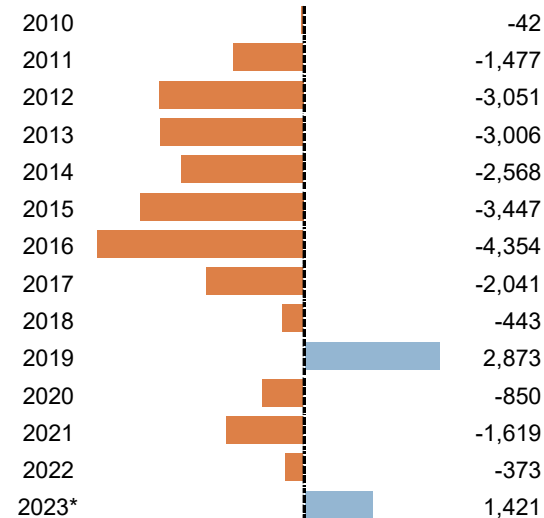
U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics program, <https://lehd.ces.census.gov/>. Note: Job-to-job data measure job-to-job movement of people who experienced little to no nonemployment between jobs. Nonemployment can be a period of unemployment or a period where a person was not looking for employment (i.e., not in the labor force). Data, therefore, are not a complete count of workers entering and leaving the state. Data are not seasonally adjusted. \*2023 data are for the first quarter only.

### Migration of the Population (% of Total) 2022



### Net Worker Flows, 2010–2023

Total Net Flow: -18,977



\* Data for the first quarter 2023 only



# Population

## MEDIAN AGE AND POPULATION BY AGE GROUP

In 2023, the median age of New Mexico's population was 39.6 years, slightly higher than the national median of 39.1. The county with the oldest median age was Catron (62.0 years), while the county with the youngest median age was Roosevelt (31.3 years).

Between 2018 and 2023, the number of people 65 years old and over increased in both New Mexico and the U.S., which is expected as Baby Boomers age. In New Mexico, the population of those 75 years old and older increased faster (17.0 percent) than the U.S. average (12.1 percent).

The number of persons in the prime working age group of 25 to 54 increased by 1.6 percent from 2018 to 2023 in the United States, while in New Mexico the number of persons in this age group increased by nearly 11,000 people, or 1.4 percent.

The largest declining populations in New Mexico were for children under 5 years of age (13.3 percent) and those aged 5 to 14 (6.6 percent). The rate of decline in the U.S. for those two youth groups were 6.3 percent and 0.2 percent, respectively.

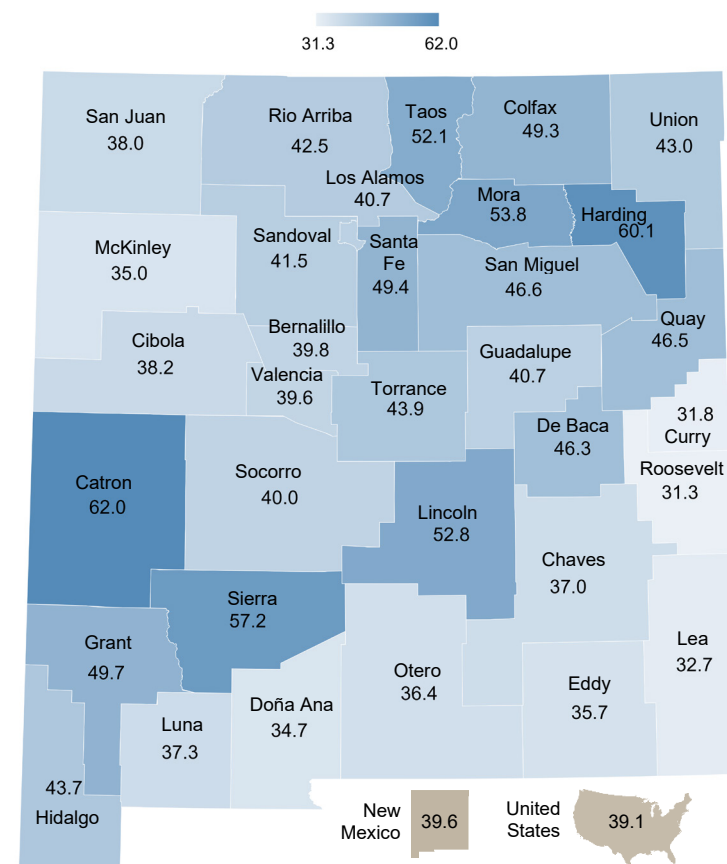
### Population by Age Group and Change 2018–2023

U.S. 2023 Pop.		Numeric/Percentage Growth From 2018	
<b>Total</b>	<b>334,914,895</b>	<b>8,227,394</b>	<b>2.5%</b>
Under 5	18,511,160	-1,251,802	-6.3%
5 to 14	40,987,321	-69,593	-0.2%
15 to 24	43,886,652	1,013,905	2.4%
25 to 34	45,542,516	-67,594	-0.1%
35 to 44	44,390,693	3,177,219	7.7%
45 to 54	40,493,781	-1,083,925	-2.6%
55 to 64	41,854,411	-369,838	-0.9%
65 to 74	34,685,284	4,236,101	<b>13.9%</b>
75+	24,563,077	2,642,921	<b>12.1%</b>

NM 2023 Pop.		Numeric/Percentage Growth From 2018	
<b>Total</b>	<b>2,114,371</b>	<b>21,630</b>	<b>1.0%</b>
Under 5	107,321	-16,506	-13.3%
5 to 14	256,826	-18,024	-6.6%
15 to 24	287,595	7,345	2.6%
25 to 34	276,976	-6,521	-2.3%
35 to 44	273,129	22,382	8.9%
45 to 54	235,584	-4,969	-2.1%
55 to 64	258,389	-15,602	-5.7%
65 to 74	245,514	28,367	<b>13.1%</b>
75+	173,037	25,158	<b>17.0%</b>

### Median Age 2023



### Data Source

U.S. Census Bureau, Population by Characteristics, 2020–2023 ([State Population by Characteristics: 2020–2023 \(census.gov\)](#) and [National Population by Characteristics: 2020–2023 \(census.gov\)](#)) and 2010–2019 ([State Population by Characteristics: 2010–2019 \(census.gov\)](#) and [National Population by Characteristics: 2010–2019 \(census.gov\)](#)).

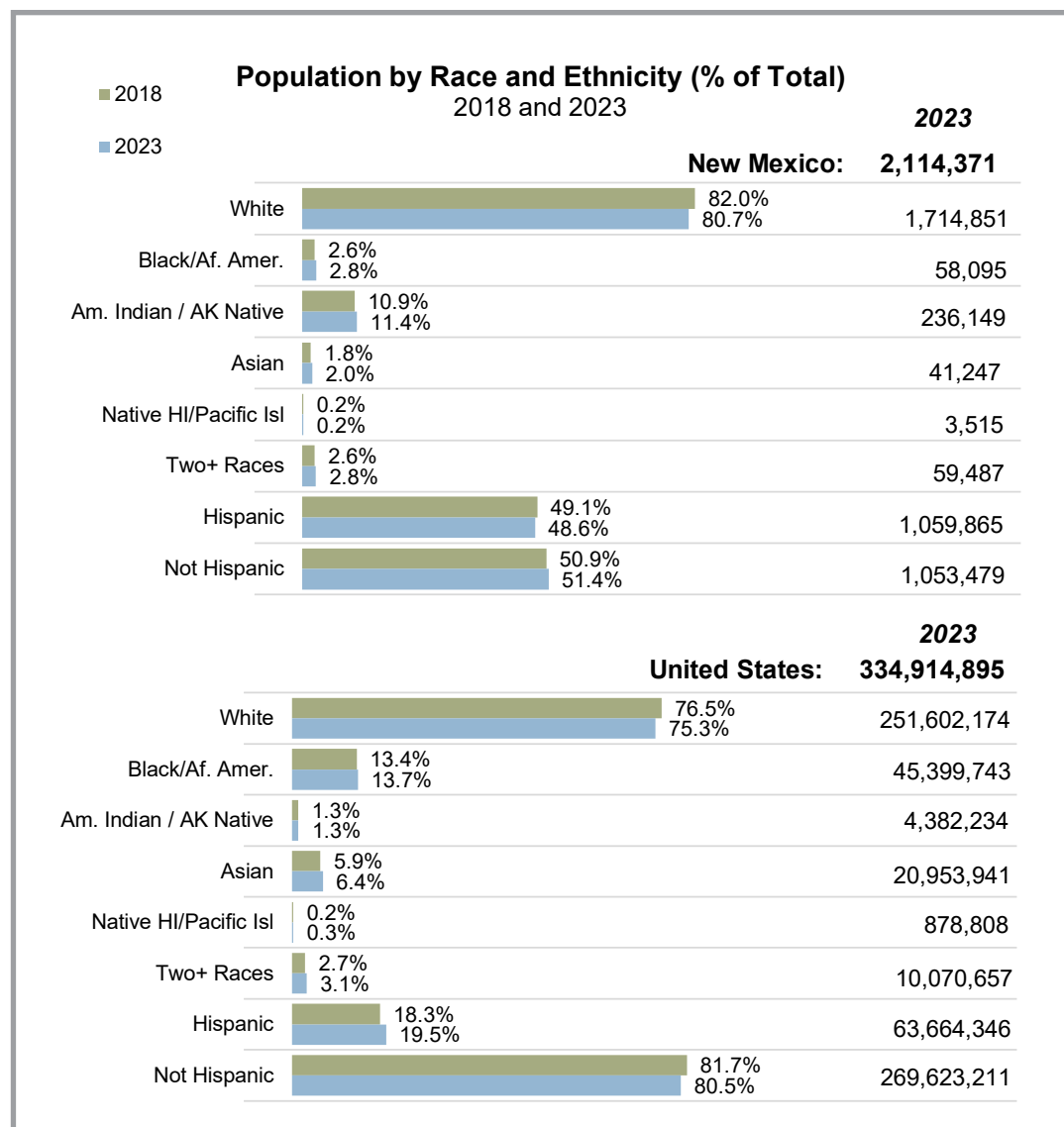
# Population

## POPULATION AND CHANGE BY RACE AND ETHNICITY

New Mexicans who identified as Hispanic comprised a much larger share of the population in New Mexico than in the U.S. In New Mexico, 48.6 percent of the population identified as Hispanic/Latino ethnicity (of any race) in 2023, compared to 19.5 percent of the U.S. New Mexico has the largest Hispanic/Latino concentration of all U.S. states, followed by California (40.4 percent), Texas (39.8 percent), and Arizona (31.6 percent).

When looking at race, persons identifying as American Indian and Alaska Native represented 11.4 percent of the state's population, the second highest in the country. Alaska had the highest share at 15.6 percent and Oklahoma, at 9.5 percent, had the third highest. The national average was 1.3 percent. Persons identifying as Black or African American, Asian, Native Hawaiian or Pacific Islander, or two or more races represented a larger share in the U.S. than in New Mexico.

From 2018 to 2023, the number of Hispanics in New Mexico increased by 349 people, while the number of people who were not Hispanic increased by 2.0 percent. Persons identifying as American Indian and Alaska Native increased by 12,096 since 2018, for an increase in share by 5.3 percentage points. The number and share of those identifying as White declined in both New Mexico and the U.S.



## Data Source

U.S. Census Bureau, State Population by Characteristics: 2020-2023, [State Population by Characteristics: 2020-2023 \(census.gov\)](#) and National Population by Characteristics: 2020-2023, [National Population by Characteristics: 2020-2023 \(census.gov\)](#).

# Population

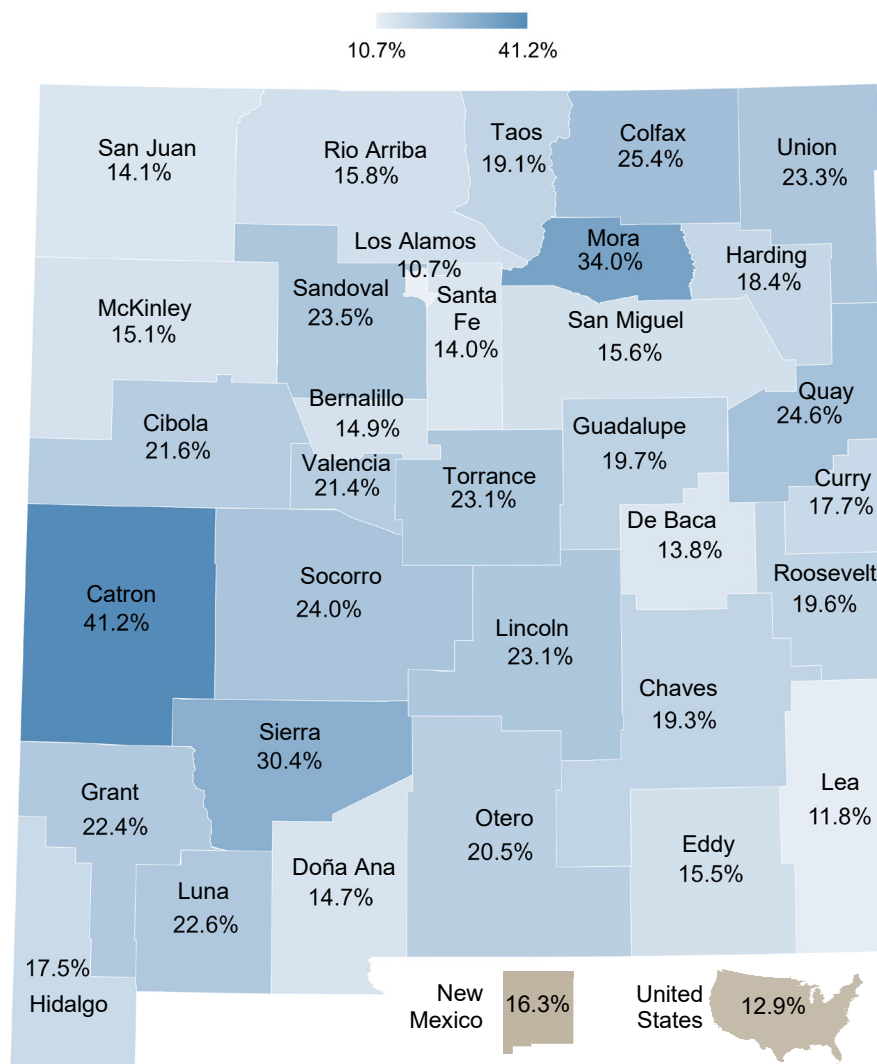
## POPULATION LIVING WITH A DISABILITY

As of 2022, there were approximately 338,512 persons in New Mexico who reported living with a disability. This represented 16.3 percent of New Mexico's total population, a share that was 3.4 percentage points greater than the U.S. share of 12.9 percent.

At 10.7 percent, Los Alamos had the lowest concentration of those living with a disability and Catron had the highest (41.2 percent).

Additional counties in which persons with a disability represented at least one-quarter of the population include Mora, Sierra, and Colfax. Besides Los Alamos, six other counties reported less than 15 percent of their respective populations having a disability—Lea, De Baca, Santa Fe, San Juan, Doña Ana, and Bernalillo.

Population Living with a Disability 2022



## 2022 Population with a Disability

United States	41,941,456
New Mexico	338,512
Bernalillo	99,387
Doña Ana	31,829
Santa Fe	21,458
San Juan	20,984
San Miguel	18,866
Valencia	16,064
Otero	12,610
Chaves	12,247
McKinley	10,822
Eddy	9,413
Lea	8,408
Curry	7,881
Taos	6,560
Rio Arriba	6,356
Sandoval	6,303
Grant	6,170
Luna	5,669
Cibola	5,602
Lincoln	4,635
Socorro	3,908
Roosevelt	3,669
Torrance	3,518
Sierra	3,416
Colfax	3,002
Quay	2,106
Los Alamos	2,044
Catron	1,494
Mora	1,432
Union	835
Guadalupe	763
Hidalgo	707
De Baca	231
Harding	123

## Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table B18101: Sex by Age by Disability Status, <https://data.census.gov>.

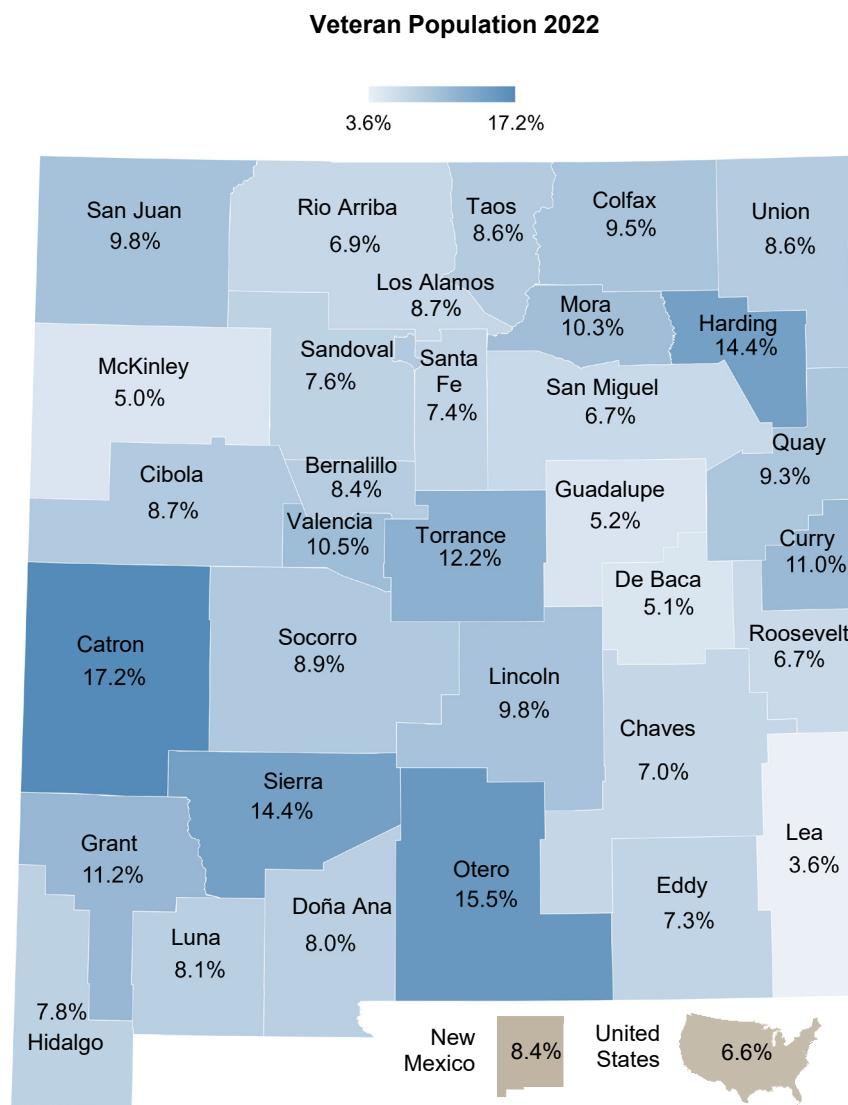


# Population

## VETERAN POPULATION

As of 2022, there were 136,662 veterans in New Mexico. This represented 8.4 percent of New Mexico's total population 18 years old and older, a share that was 1.8 percentage points larger than the U.S. share of 6.6 percent.

The concentration of veterans in New Mexico's counties ranged from a low of 3.6 percent in Lea to a high of 17.2 percent in Catron. The veteran population exceeded 15.0 percent of the total population in one other county besides Catron—Otero. White Sands Missile Range and Holloman Air Force Base, both located at or near Otero County, likely contributed to that county's large concentration of veterans.



## 2022 Veteran Population

<b>United States</b>	<b>17,038,807</b>
<b>New Mexico</b>	<b>136,662</b>
Bernalillo	44,660
Doña Ana	13,327
Sandoval	11,376
Santa Fe	9,388
Otero	7,558
Valencia	6,193
San Juan	6,053
Curry	3,543
Chaves	3,358
Eddy	3,303
McKinley	2,606
Grant	2,550
Taos	2,472
Rio Arriba	2,151
Lea	1,851
Cibola	1,801
San Miguel	1,723
Lincoln	1,636
Luna	1,499
Torrance	1,458
Sierra	1,388
Los Alamos	1,311
Socorro	1,140
Colfax	967
Roosevelt	953
Quay	628
Catron	553
Mora	367
Union	274
Hidalgo	248
Guadalupe	186
Harding	76
De Baca	65

## Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table S2101: Veteran Status, <https://data.census.gov>. Data measure the percentage of the civilian population 18 years old and over who previously served in the military.

# Population

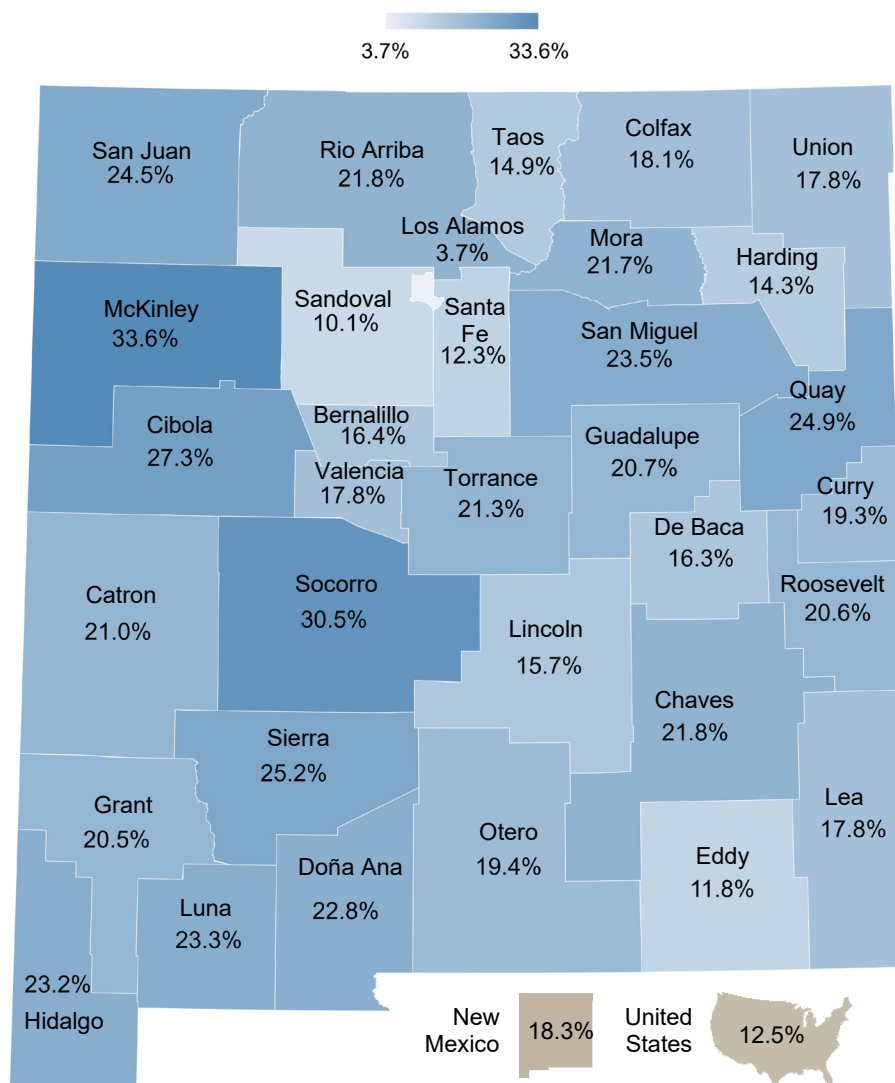
## POPULATION IN POVERTY

As of 2022, there were 378,651 persons living below the federal poverty level in New Mexico. This represented 18.3 percent of New Mexico's total population, a share that was 5.8 percentage points greater than the U.S. share of 12.5 percent.

The share of persons living in poverty in New Mexico's counties ranged from 3.7 percent in Los Alamos to a high of 33.6 percent in McKinley. Besides McKinley, at least one in four persons lived in poverty in 2022 in the counties of Sierra, Cibola, and Socorro.

Only four New Mexico counties had a share smaller or equal to the U.S. rate of persons living in poverty. Besides Los Alamos, they included Sandoval, Eddy, and Santa Fe.

### Population Living in Poverty 2022



### 2022 Population Living in Poverty

<b>United States</b>	<b>40,521,584</b>
<b>New Mexico</b>	<b>378,651</b>
Bernalillo	109,353
Doña Ana	48,732
San Juan	29,458
McKinley	23,950
Santa Fe	18,751
Sandoval	14,965
Chaves	13,522
Valencia	13,292
Lea	12,557
Otero	12,457
Curry	9,113
Rio Arriba	8,722
Eddy	7,132
Cibola	7,063
San Miguel	6,092
Luna	5,816
Grant	5,538
Taos	5,087
Socorro	4,812
Roosevelt	3,697
Torrance	3,219
Lincoln	3,140
Sierra	2,834
Colfax	2,130
Quay	2,094
Hidalgo	939
Mora	911
Guadalupe	801
Catron	756
Los Alamos	710
Union	639
De Baca	273
Harding	96

### Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table S1701: Poverty Status in the Past 12 Months, <https://data.census.gov>. Data measure poverty status over the last 12 months for those surveyed.

# Education



## THE IMPORTANCE OF EDUCATION IN WORKFORCE DEVELOPMENT

Educational attainment is important for the overall economic success of New Mexico. A more educated and skilled workforce assists in developing, staffing, retaining, and supporting businesses that provide better employment opportunities. For their part, communities must foster a healthy business environment and provide competitive employment opportunities so that they can retain, and attract new, skilled residents. Though increasing the educational attainment levels of a population is a large task requiring a multifaceted approach, higher educational attainment levels typically correlate with higher incomes, lower poverty rates, and lower unemployment.

## AN OVERVIEW FOR NEW MEXICO

Overall, the educational attainment of New Mexico's population is lower than the educational attainment of the country. The share of the New Mexico population 25 years old and over who had not completed high school as of 2022 was 12.9 percent, a share that was 2.1 percentage points higher than the U.S. share of 10.8 percent. Persons with a bachelor's degree or more comprised 29.1 percent of the state's population, a share that was 5.2 percentage points lower than the U.S. share of 34.3 percent.

The good news is that the educational attainment of New Mexico's population has been increasing in recent years. The share of the population with an associate degree all the way up to a graduate or professional degree has increased between 2018 and 2022, while the share with less than a high school diploma or equivalent has fallen.

The state's graduation rates have increased since 2017. As of 2022, 76.0 percent of students (based on a four-year cohort) graduated from high school. Graduation rates increased the most for Native Americans (of the racial and ethnic groups) and English language learners (of the non-race/ethnicity categories). The graduation rate of African American students was the lowest of the racial/ethnic groups but increased by 2.1 percentage points between 2017 and 2022.

As educational attainment increases, labor force participation rates rise, and unemployment rates fall. New Mexicans with a bachelor's degree or higher were the most likely to participate in the labor force, and this group was also the least likely to be unemployed. The opposite is true of persons who had not completed high school.



# Education

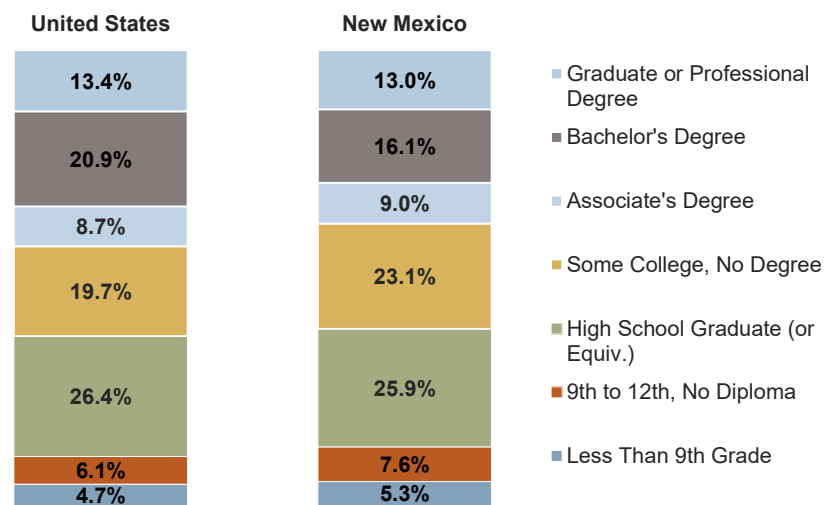
## EDUCATIONAL ATTAINMENT AND CHANGE

The educational attainment of New Mexicans is below the national average. The share of the New Mexico population that had not completed high school as of 2022 was 12.9 percent, a share that was 2.1 percentage points higher than the U.S. share of 10.8 percent. About 25.9 percent of the state's population had completed high school as of 2022, compared to 26.4 percent of the U.S. Persons with a bachelor's degree or more comprised 29.1 percent of the state's population, a share that was 5.2 percentage points lower than the U.S. share of 34.3 percent.

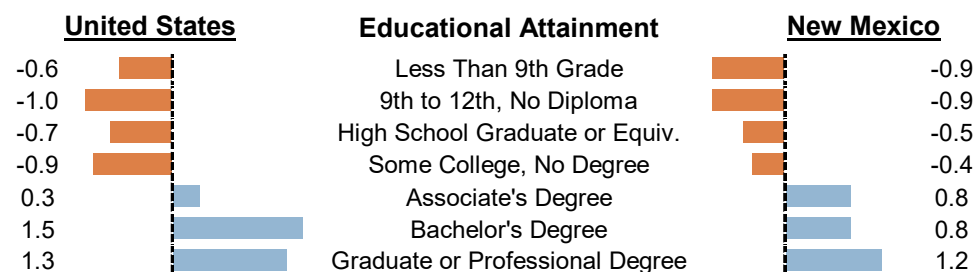
The share of the New Mexico population that had attained a mid-level of education (some college or an associate's degree, at 32.1 percent) was 3.7 percentage points higher than the share of the U.S. population (28.4 percent).

The education level attained by New Mexico's population has increased in recent years, but at a rate lower than that of the U.S. Between 2018 and 2022, the share of the New Mexico population with an associate's degree or higher increased from 35.3 percent to 38.1 percent, an increase of 2.8 percentage points, while the share for the U.S. increased from 39.9 percent to 43.0 percent, an increase of 3.1 percentage points. New Mexicans who did not graduate high school fell from 14.7 percent of the population to 12.9 percent, a decrease of 1.8 percentage points, while the U.S. rate fell from 12.4 percent to 10.8 percent, a decrease of 1.6 percentage points.

**Population by Educational Attainment Level (% of Total)  
2022**



**Percentage Point Change in Population by Educational Attainment Level,  
2018–2022**



## Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table S1501: Educational Attainment, <https://data.census.gov/>. Data are for persons 25 years old and older.

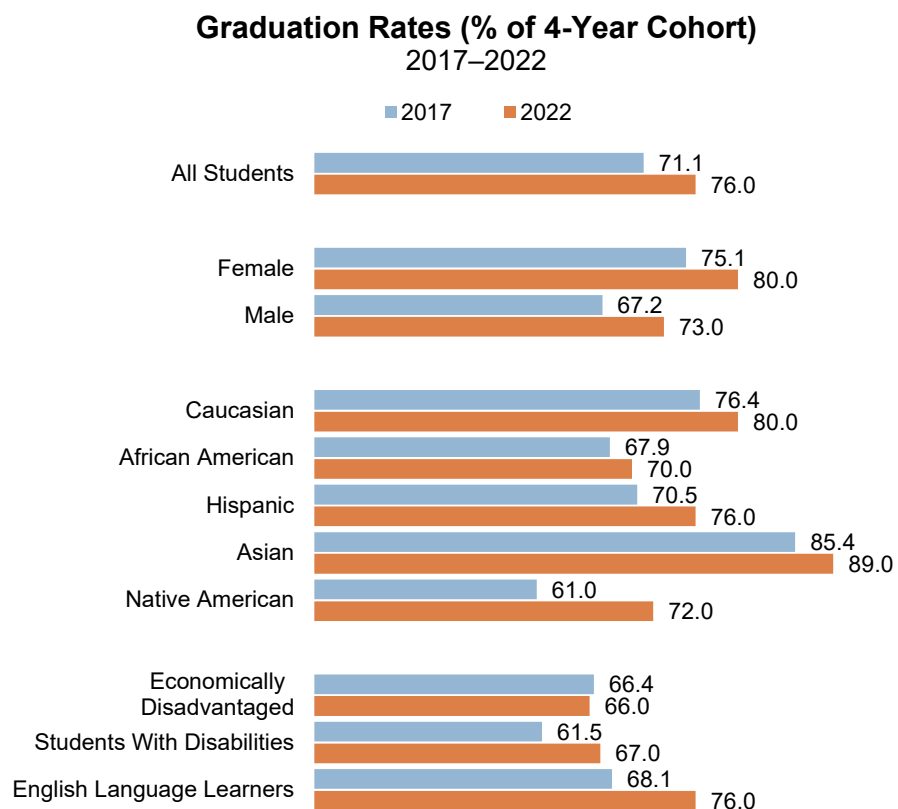
# Education

## GRADUATION RATES

According to the New Mexico Public Education Department, as of 2022, 76.0 percent of New Mexico's high school students graduated from a public school district. This was an increase of 4.9 percentage points from 2017.

Graduation rates for all racial and ethnic groups increased between 2017 and 2022. The largest increase in graduation rates (11.0 percentage points) occurred for Native American students, followed by Hispanic students (5.5 percentage points). Looking at the three non-race/ethnicity categories that are measured, English language learners increased by 7.9 percentage points from 2017, while the graduation rates for students with disabilities increased to 67.0 percent. Graduation rates for students who were economically disadvantaged fell from 66.4 percent in 2017 to 66.0 percent in 2022.

While graduation rates have increased for almost all subgroups of the student population, some subgroups still face greater challenges when it comes to completing high school. About 73.0 percent of New Mexico's male students who were enrolled in a public-school district graduated in 2022, compared to 80.0 percent of female students. The graduation rate for African American students was 70.0 percent in 2022, the lowest among all races and ethnicities, followed by Native American students, with a rate only slightly higher (72.0 percent). Students who were economically disadvantaged had the lowest graduation rate of all categories measured.



## Data Source

New Mexico Public Education Department, 4-Year Graduation Rates, <http://webnew.ped.state.nm.us/bureaus/accountability/graduation/>. Schools are counted only if they have at least one grade combination between the ninth and twelfth grades (cohort). Rates are not calculated for schools with fewer than four student records. District rates include locally authorized schools and non-school locations.

# Education

## HIGHER EDUCATION PROGRAM COMPLETERS

Data on higher education program completers are useful in assessing at least a portion of the potential supply of workers in New Mexico. For the 2021–2022 school year, almost 30,000 degrees and certificates of higher education were awarded by 44 New Mexico institutions tracked by the U.S. Department of Education. Central New Mexico Community College awarded 7,939 degrees and certificates during the 2021–2022 school year, the most of any institution, followed by the University of New Mexico’s main campus (5,121) and New Mexico State University’s main campus (3,360).

### Higher Education Degrees/Certificates Awarded 2021-2022

**Total Completers: 29,808**

A Better U Beauty Barber Academy	37	New Mexico State University-Grants	83
Aveda Institute-New Mexico	54	New Mexico State University-Main Campus	3,360
Avenue Academy, A Cosmetology Institute	128	Northern New Mexico College	249
Brookline College-Albuquerque	183	Olympian Academy of Cosmetology	456
Burrell College of Osteopathic Medicine	152	Paul Mitchell the School-Albuquerque	90
Carrington College-Albuquerque	238	Pima Medical Institute-Albuquerque	481
Central New Mexico Community College	7,939	San Juan College	1,790
Clovis Community College	725	Santa Fe Community College	681
Eastern New Mexico University Ruidoso Branch Community College	90	Southeast New Mexico College	157
Eastern New Mexico University-Main Campus	1,342	Southwest Acupuncture College-Santa Fe	8
Eastern New Mexico University-Roswell Campus	498	Southwestern College	53
Glitz School of Cosmetology	154	Southwestern Indian Polytechnic Institute	48
Institute of American Indian and Alaska Native Culture and Arts Development	81	St. John's College	124
Luna Community College	146	University of New Mexico-Gallup Campus	282
Mesalands Community College	277	University of New Mexico-Los Alamos Campus	87
Navajo Technical University	143	University of New Mexico-Main Campus	5,121
New Mexico Highlands University	799	University of New Mexico-Taos Campus	139
New Mexico Institute of Mining and Technology	310	University of New Mexico-Valencia County Campus	148
New Mexico Junior College	402	University of the Southwest	292
New Mexico Military Institute	127	Urban Academy of Beauty	11
New Mexico State University-Alamogordo	110	Vogue College of Cosmetology-Santa Fe	53
New Mexico State University-Doña Ana	1,277	Western New Mexico University	883

### Data Source

National Center for Education Statistics, Integrated Postsecondary Education Data System, <https://nces.ed.gov/ipeds/>.

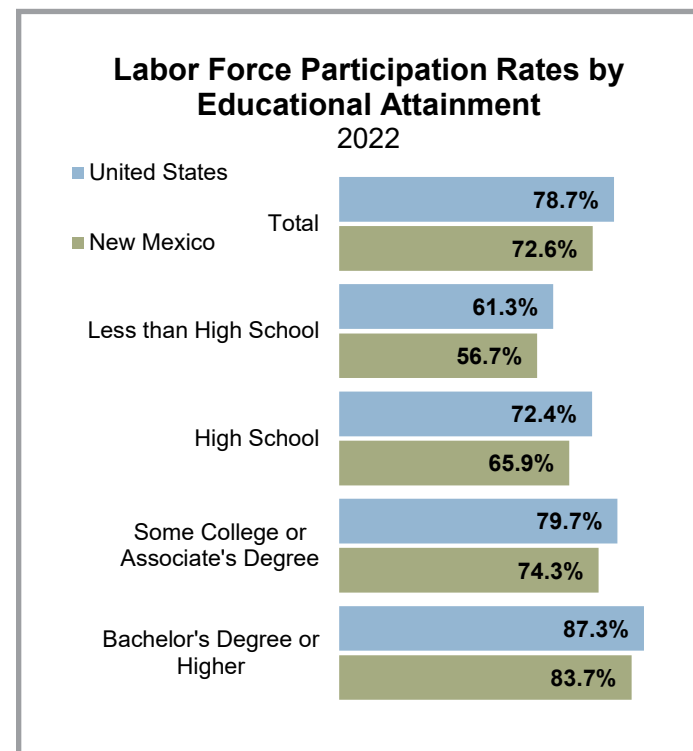


# Education

## LABOR FORCE PARTICIPATION BY EDUCATIONAL ATTAINMENT LEVEL

As of 2022, 72.6 percent of New Mexico's civilian noninstitutionalized population between the ages of 25 and 64 participated in the labor force. This rate was 6.1 percentage points lower than the nation's rate of 78.7 percent. Labor force participation rates increased as educational attainment level increased, with 83.7 percent of persons with a bachelor's degree or more participating in the labor force in New Mexico in 2022. Persons with less than a high school diploma or equivalent certificate (e.g., GED) had the lowest labor force participation rate, at 56.7 percent. In the U.S., the labor force participation rate for those with a bachelor's degree or higher was 87.3 percent while the rate for those that did not graduate was 61.3 percent.

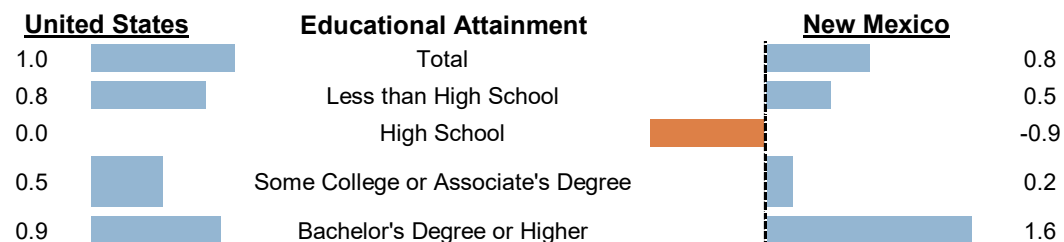
Since 2018, the labor force participation rate of New Mexico rose by 0.8 percentage points, while the U.S. increased by a full percentage point. Between 2018 and 2022, the labor force participation rate for persons with a bachelor's degree or higher had the largest increase in participation, increasing by 1.6 percentage points for New Mexico and 0.9 percentage points for the United States. New Mexicans with a high school diploma or equivalent experienced a decrease in labor force participation rate since 2018, decreasing by 0.9 percent between 2018 and 2022, while the rate remained unchanged for the U.S.



### Data Source

U.S. Census Bureau, 2018 and 2022 American Community Survey 5-Year Estimates, Table S2301: Employment Status, <https://data.census.gov>. Data are for the population 25 to 64 years old.

### Percentage Point Change in Labor Force Participation Rates by Educational Attainment Level, 2018–2022

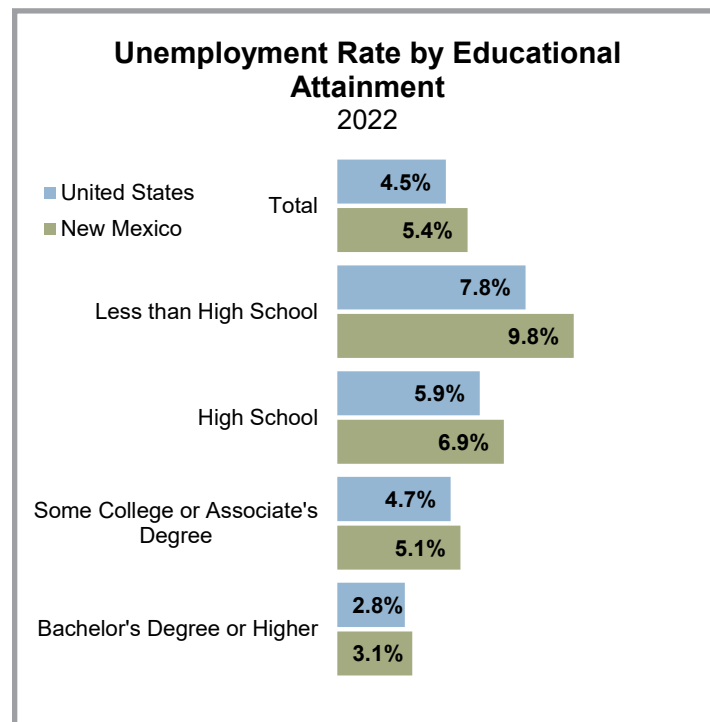


# Education

## UNEMPLOYMENT BY EDUCATIONAL ATTAINMENT LEVEL

New Mexico's unemployment rate in 2022 for persons between 25 to 64 years of age was 5.4 percent, 0.9 percentage points higher than the U.S. rate of 4.5 percent and 0.7 percentage points lower than the state's rate in 2018. The unemployment rate of New Mexicans with less than a high school diploma or equivalent certificate (e.g., GED) was 9.8 percent in 2022. This group also had the largest decrease in unemployment between 2018 and 2022, decreasing by 2.1 percentage points. Persons with a high school diploma or equivalent and those with some college or an associate's degree experienced decreases in unemployment over the period as well, decreasing by 0.3 and 0.9 percent, respectively. The only group that experienced an increased unemployment rate from 2018 to 2022 was New Mexicans with a bachelor's degree or higher, increasing by one-tenth of a percentage point to 3.1 percent in 2022.

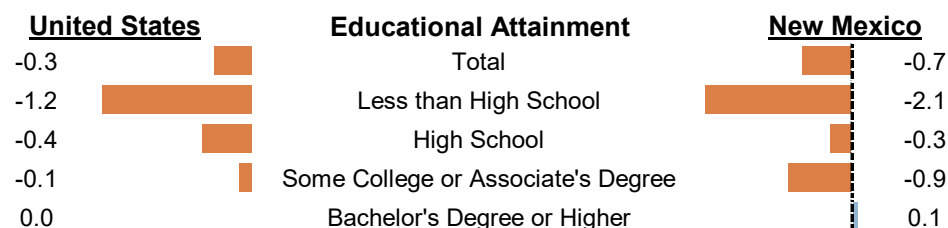
Since 2018, the U.S. unemployment rate dropped by 0.3 percentage points, 0.4 percentage points less than the decrease in New Mexico's unemployment rate. The unemployment rate remained unchanged for those with a bachelor's degree but declined in all other educational categories. The largest decline since 2018 was for those persons without a high school diploma or GED, decreasing the most at 1.2 percent. The unemployment rate dropped more in New Mexico than the U.S. for those with less than a high school diploma or GED (0.9 percent) and those with some college or an associate's degree (0.8 percent).



### Data Source

U.S. Census Bureau, 2018 and 2022 American Community Survey 5-Year Estimates, Table S2301: Employment Status, <https://data.census.gov>. Data are for the population 25 to 64 years old.

### Percentage Point Change in Unemployment Rates by Educational Attainment Level, 2018–2022



# Labor Force and Unemployment



## WHAT TO KNOW WHEN EVALUATING THE LABOR FORCE AND UNEMPLOYMENT

Labor force participation and unemployment are some of the most used measures for evaluating the health of an area's economy. Typically, higher labor force participation rates and lower unemployment rates point towards a strong economy that is providing employment opportunities for the population. Poverty levels, demographics, educational attainment, and business climate are just a few variables that impact labor force participation and unemployment. These variables must be incorporated into any analysis of the employment situation of an area to fully understand the dynamics impacting an individual's ability and willingness to participate in the labor force and gain employment.

## AN OVERVIEW FOR NEW MEXICO

Historically, New Mexico's population has been participating in the labor force at a lower rate than the U.S. In 2023, 57.3 percent of New Mexico's population 16 and older participated in the labor force, 5.3 percentage points lower than the U.S. rate of 62.6 percent.

For both the U.S. and New Mexico, the decline in labor force participation rates since 2019 was partially due to COVID-19. The rates for both have not yet recovered to pre-pandemic levels.

New Mexico's unemployment rate has typically been higher than that of the U.S. In 2023, New Mexico's unemployment rate was 3.8 percent, 0.2 percentage points higher than the U.S. At ten percent, Luna County had the highest unemployment rate in the state due to the highly seasonal agriculture industry. The good news is that all counties in the state experienced a decrease in unemployment rate between 2018 and 2023.

Some subsets of the population face greater barriers to employment. Overall:

- Of the racial and ethnic minority groups, persons identifying as Native American had the lowest labor force participation rate and highest unemployment rate in the state.
- New Mexico's population with a disability or disabilities were far less likely to participate in the labor force and more likely to be unemployed than persons without a disability.
- New Mexicans living in poverty had higher unemployment rates and lower labor force participation rates than those living above the poverty level.
- Over two out of five out-of-school youth aged 16–19 was unemployed or not in the labor force.
- The unemployment rate for youth aged 20 to 24 was over twice as high as the statewide average for all age groups.

# Labor Force and Unemployment

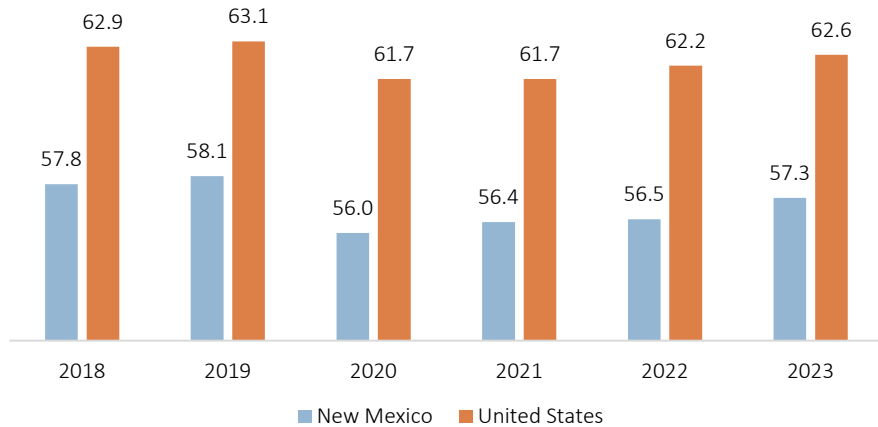
## LABOR FORCE PARTICIPATION AND UNEMPLOYMENT

New Mexico's labor force participation rate has been lower than that of the U.S. since at least 1976. In 2023, 57.3 percent of New Mexico's population 16 and older participated in the labor force, 5.3 percentage points lower than the U.S. rate of 62.6 percent.

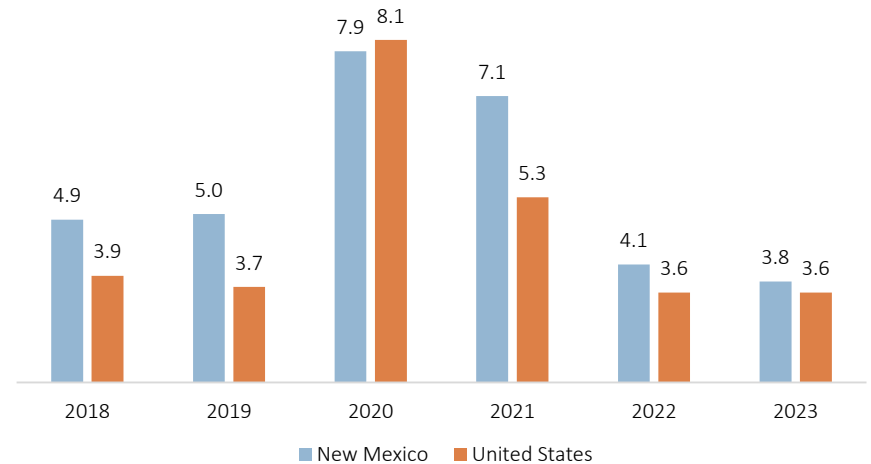
For both the U.S. and New Mexico, the decline in labor force participation rates since 2019 was due to COVID-19. From 2019 to 2020, the labor force participation rate declined by 1.4 percentage points for the U.S. and 2.1 percentage points in New Mexico. The rates for both have not yet recovered to pre-pandemic levels. New Mexico's labor force participation rate in 2023 was 57.3 percent, 0.8 percentage points lower than the 2019 rate, while the U.S. rate was 0.5 percentage points lower than its pre-pandemic level.

The increase in the unemployment rates in 2020 and 2021 were primarily due to COVID-19; but historically, New Mexico's unemployment rate has been higher than that of the U.S. In 2023, New Mexico's unemployment rate was 3.8 percent, 0.2 percentage points higher than the U.S. rate of 3.6 percent. Since 2019, New Mexico's unemployment rate decreased from 5.0 percent to 3.8 percent, a decrease of 1.2 percentage points, while the unemployment rate for the U.S. decreased by 0.1 percentage points, from 3.7 percent to 3.6 percent.

**Labor Force Participation Rates  
2018–2023**



**Unemployment Rates  
2018–2023**



### Data Source

NMDWS Economic Research and Analysis Bureau and the U.S. Bureau of Labor Statistics, Employment Status of the Civilian Noninstitutional Population, Annual Averages, [www.jobs.state.nm.us/laus](http://www.jobs.state.nm.us/laus). Data measure the civilian noninstitutionalized population.



# Labor Force and Unemployment

## COUNTY UNEMPLOYMENT RATES

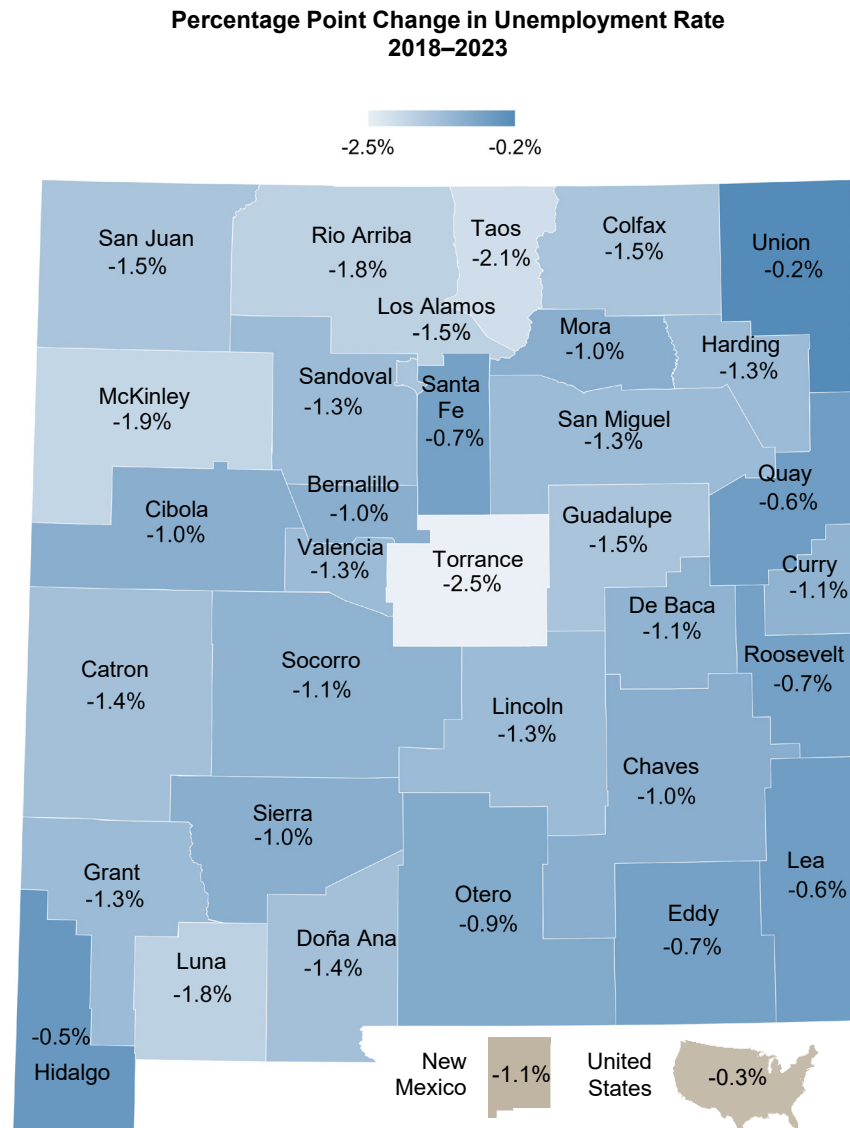
In 2023, the county with the lowest unemployment rate was Los Alamos (1.9 percent). Twelve other New Mexico counties had an unemployment rate below the national rate of 3.6 percent. Sixteen counties had an unemployment rate above the state average of 3.8 percent.

At 10.0 percent, Luna County had the highest unemployment rate. Historically, Luna County has had high and volatile unemployment rates due to its dependence on the agricultural industry, which is seasonal. Sierra had the next largest unemployment rate at 6.0 percent.

All New Mexico counties experienced a decrease in unemployment rate between 2018 and 2023. Torrance County had the largest decrease in the unemployment rate during that period and Union County had the smallest decrease.

### Data Source

NMDWS Economic Research and Analysis Bureau and the U.S. Bureau of Labor Statistics, Employment Status of the Civilian Noninstitutional Population, Annual Averages, [www.jobs.state.nm.us/laus](http://www.jobs.state.nm.us/laus). Data measure the civilian noninstitutionalized population.



### 2023 Unemployment Rate

United States	3.6%
New Mexico	3.8%
Luna	10.0%
Sierra	6.0%
Cibola	5.2%
McKinley	5.2%
Torrance	5.1%
Mora	5.0%
Catron	4.9%
San Miguel	4.6%
Taos	4.4%
Doña Ana	4.3%
Quay	4.2%
San Juan	4.2%
Socorro	4.2%
Valencia	4.1%
Guadalupe	4.0%
Otero	4.0%
Chaves	3.8%
Harding	3.7%
Roosevelt	3.6%
Sandoval	3.6%
Bernalillo	3.5%
Grant	3.5%
Lea	3.5%
Colfax	3.4%
Rio Arriba	3.4%
Santa Fe	3.4%
De Baca	3.3%
Hidalgo	3.3%
Lincoln	3.2%
Union	3.1%
Curry	2.9%
Eddy	2.6%
Los Alamos	1.9%

# Labor Force and Unemployment

## LABOR FORCE AND UNEMPLOYMENT RATES BY RACE AND ETHNICITY

Native Americans had the lowest labor force participation rate of all races and ethnicities in New Mexico and in the U.S. The labor force participation rate of Native Americans in New Mexico in 2022 was 54.1 percent, 3.5 percentage points lower than the state average for all races and ethnicities. Asians had the state's highest labor force participation rate (67.3 percent), 9.7 percentage points higher than the statewide average.

Asians in New Mexico had the lowest unemployment rate in 2022. That rate was 4.4 percent, 1.8 percentage points lower than the state rate of 6.2 percent and less than half the rate for Native Americans (10.4 percent).

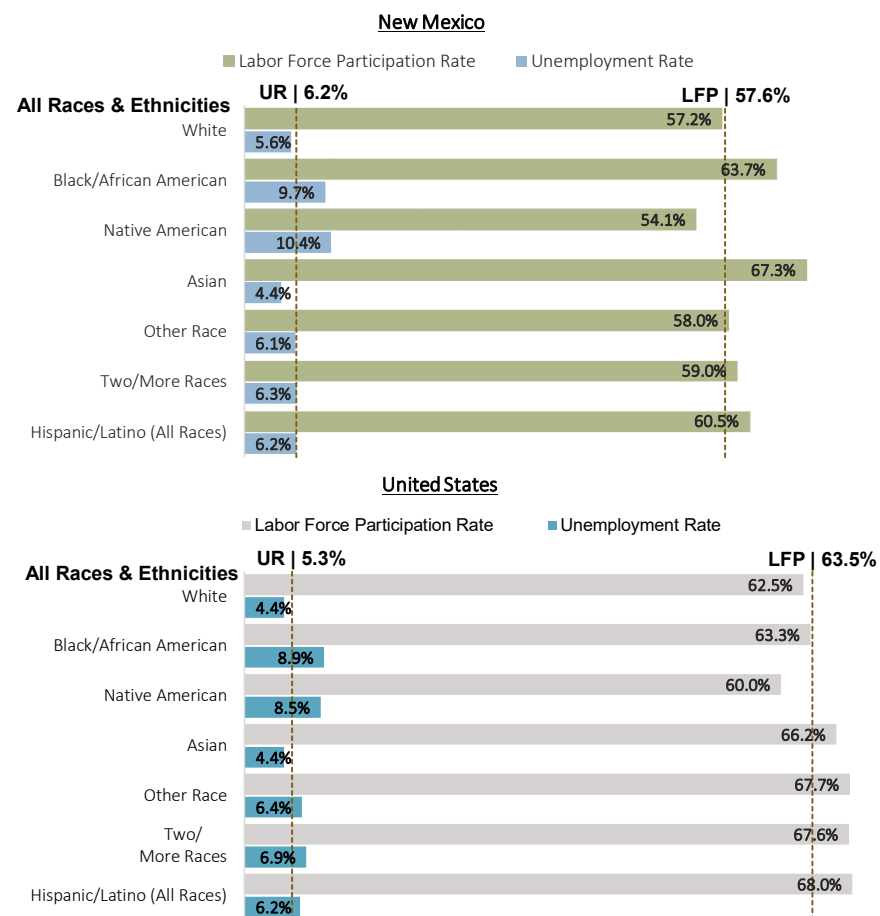
New Mexico's labor force participation rate was lower than the U.S. for all ethnicities and races except for Asians and Black/African Americans. The biggest difference was for those with a race of Other, with a difference of 9.7 percentage points. Hispanics and Latinos of all races had a labor force participation rate of 60.5 percent, 7.5 percentage points lower than the U.S. rate of 68.0 percent.

The unemployment rates for White, Native Americans, and Black/African Americans in New Mexico were higher than that of the U.S. Native Americans had the largest difference, with an unemployment rate 1.9 percentage points higher than the U.S. unemployment rate of 8.5 percent. This was followed by White, with an unemployment rate 1.2 percentage points higher than the U.S. rate of 4.4 percent.

### Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table S2301: Employment Status, <https://data.census.gov>. Data are for the population 16 years old and older. Estimates for Native Hawaiian and Other Pacific Islander are not included due to small sample size.

Labor Force Participation and Unemployment Rates by Race & Ethnicity, 2022

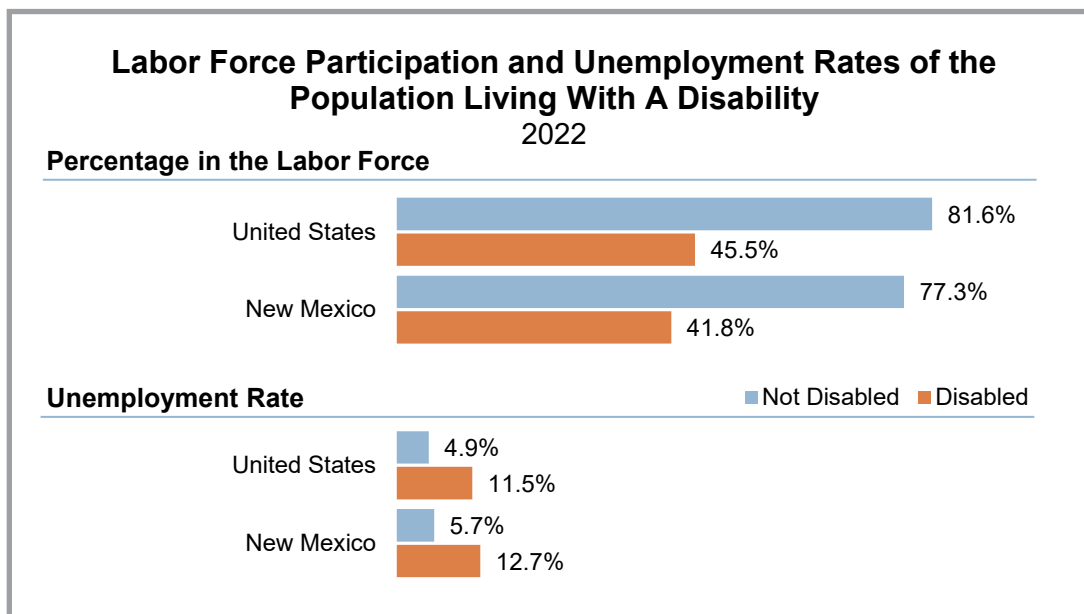


# Labor Force and Unemployment

## LABOR FORCE AND UNEMPLOYMENT OF THE POPULATION LIVING WITH A DISABILITY

In 2022, persons living in New Mexico who reported having a disability participated in the labor force at a rate of 41.8 percent, a rate more than half that of New Mexicans without a disability (77.3 percent). This trend held true at the national level as well, with 45.5 percent of the population with a disability participating in the labor force versus 81.6 percent of the population without a disability.

Unemployment rates for the population with a disability were also much higher than the rates for the population without a disability. In New Mexico, the unemployment rate for persons with a disability was 12.7 percent, over twice the rate of persons without a disability. At the national level, the unemployment rate for those with a disability was 11.5 percent, 6.6 percentage points higher than the rate for those without a disability.



### Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table C18120: Employment Status by Disability Status, <https://data.census.gov/>. Data are for the civilian noninstitutionalized population 16 to 64 years old.

# Labor Force and Unemployment

## LABOR FORCE AND UNEMPLOYMENT OF THE VETERAN POPULATION

In 2022, 73.1 percent of New Mexico's military veterans participated in the labor force, a rate that was 1.7 percentage points higher than the rate for nonveterans (71.4 percent). For the U.S., military veterans participated at a rate 0.1 percentage point higher than that of nonveterans.

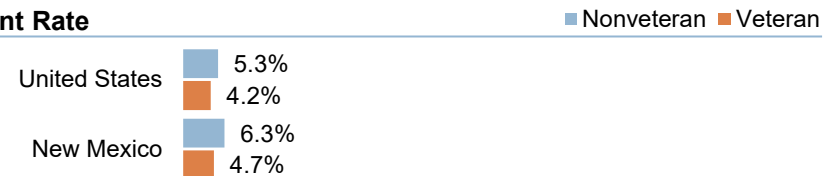
Veterans were less likely to be unemployed than nonveterans. In New Mexico, the unemployment rate for the veteran population was 4.7 percent, 1.6 percentage points lower than the rate for the nonveteran population. In the U.S., the unemployment rate for veterans was 4.2 percent, 1.1 percentage points lower than the nonveteran rate.

### Labor Force Participation and Unemployment Rates of Veterans 2022

#### Percentage in the Labor Force



#### Unemployment Rate



#### Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table S2101: Employment Status by Veteran Status, <https://data.census.gov/>.

# Labor Force and Unemployment

## LABOR FORCE AND UNEMPLOYMENT OF THE POPULATION LIVING IN POVERTY

Persons living below the poverty level in New Mexico participated in the labor force at a much lower rate (38.0 percent) than persons not living in poverty (63.0 percent) in 2022. This trend held true at the national level as well, with 37.1 percent of the population in poverty participating in the labor force versus 68.0 percent of the population not living in poverty.

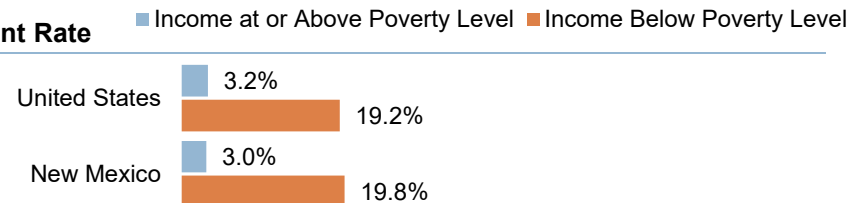
Persons struggling with poverty also experienced much higher unemployment rates. In New Mexico, the unemployment rate for those in poverty was 19.8 percent, 16.8 percentage points higher than the rate for those not in poverty (3.0 percent). Nationally, the unemployment rate of the population in poverty was 19.2 percent, 16.0 percentage points higher than the rate for those not in poverty (3.2 percent).

### Labor Force Participation and Unemployment Rates of Persons Living in Poverty 2022

#### Percentage in the Labor Force



#### Unemployment Rate



## Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table B17005: Poverty Status in the Past 12 Months of Individuals by Sex by Employment Status, <https://data.census.gov/>. Data are for civilian population 16 years old and older for whom poverty status was determined.



# Labor Force and Unemployment

## LABOR FORCE AND UNEMPLOYMENT OF YOUTH

In 2022, about 31.7 percent of New Mexican youth aged 16 to 19 years who were enrolled in school were also employed, a rate 0.3 percentage points lower than the national rate of 31.4 percent. About 40.5 percent of out-of-school youth in the same age range were either unemployed or not in the labor force, a figure lower than the national rate of 41.1 percent. Youth outside of high school age (20-24) were unemployed at a higher level in the state (8.8 percent) than in the nation (7.7 percent).

Typically, youth have a higher unemployment rate than older workers because of their general lack of work experience and employment history. They may also lack the credentials and job references that older, more experienced workers have garnered in their many years in the labor force. But a chronically low labor force participation rate and high unemployment rate for youth may cause negative long-term impacts, including decreased earnings over their lifetime.

### Labor Force Participation and Unemployment Rates of Youth 2022

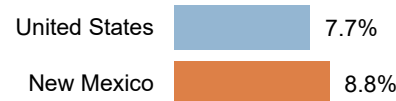
#### In-School Youth Ages 16–19 Who Were Also Employed



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




#### Youth Ages 20–24 Who Were Unemployed



## Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table S2301: Sex by age by employment status for the population 16 years and over; Table B14005: Sex by school enrollment by educational attainment by employment status for the population 16 to 19 Years, <https://data.census.gov>. In-school youth are defined as those enrolled in school. Out-of-school youth include graduates and non-graduates.



# Employment and Industry

## EMPLOYMENT AND HOW IT'S USED TO MEASURE ECONOMIC HEALTH

Employment growth, alongside labor force participation and unemployment, is commonly used to measure the health of an area's economy. Employment growth becomes an even more powerful indicator of economic well-being when evaluated at the industry level. Industry employment change over time can highlight which sectors of an economy are struggling and could benefit from additional investment and support, as well as highlight industries that are particularly important and bolstering economic activity. Within each industry are jobs across hundreds of occupations. Occupational employment data are particularly significant for individuals, as it provides a glimpse at the job market and the best employment opportunities for those seeking work.

## OVERVIEW

New Mexico recovered from the COVID pandemic slower than the nation. It took until September 2022 for New Mexico to recover all total nonfarm employment (not seasonally adjusted) the state lost due to COVID. The U.S. recovered five months earlier, in April 2022.

From 2018 to 2023, New Mexico's total nonfarm employment grew by 31,900 jobs, or 3.8 percent, while employment increased by 4.8 percent nationally. New Mexico industries that saw employment declines since 2018 were mining and logging, wholesale trade, information, other services, and government.

Overall, New Mexico's economy is not as diversified as other states. Industries for which the share of total employment within the state was significantly greater than the share in the U.S. were mining and oil and gas extraction, government, agriculture, and utilities. Industries for which the share was much lower were in manufacturing, management of companies, and wholesale trade.

Looking at occupations, almost one in every three jobs in New Mexico as of 2023 fell within three major occupational groups: office and administrative support, food preparation and serving related, and sales and related occupations. The most common detailed occupations were home health and personal care aides, followed by fast food and counter workers and secretaries and administrative assistants.

*Note: ER&A publishes two different establishment-based employment measures through the Quarterly Census of Employment and Wages and Current Employment Statistics programs. The source used is dependent on the geography and level of industry detail being analyzed. Data collection and methodologies differ by source. Information on each program can be found in the **Labor Market Information Data Program Guide** at [https://www.dws.state.nm.us/Portals/0/DM/LMI/LMI\\_data\\_program\\_guide.pdf](https://www.dws.state.nm.us/Portals/0/DM/LMI/LMI_data_program_guide.pdf)*

# Employment and Industry

## CHANGE IN EMPLOYMENT

Following the job losses resulting from COVID-19, New Mexico had recovered all total nonfarm employment lost by September 2022 (not seasonally adjusted). The U.S. recovered five months earlier, in April 2022. By April 2024, New Mexico's total nonfarm employment had added a further 25,500 jobs, or 3.0 percent, beyond its pre-pandemic employment level.

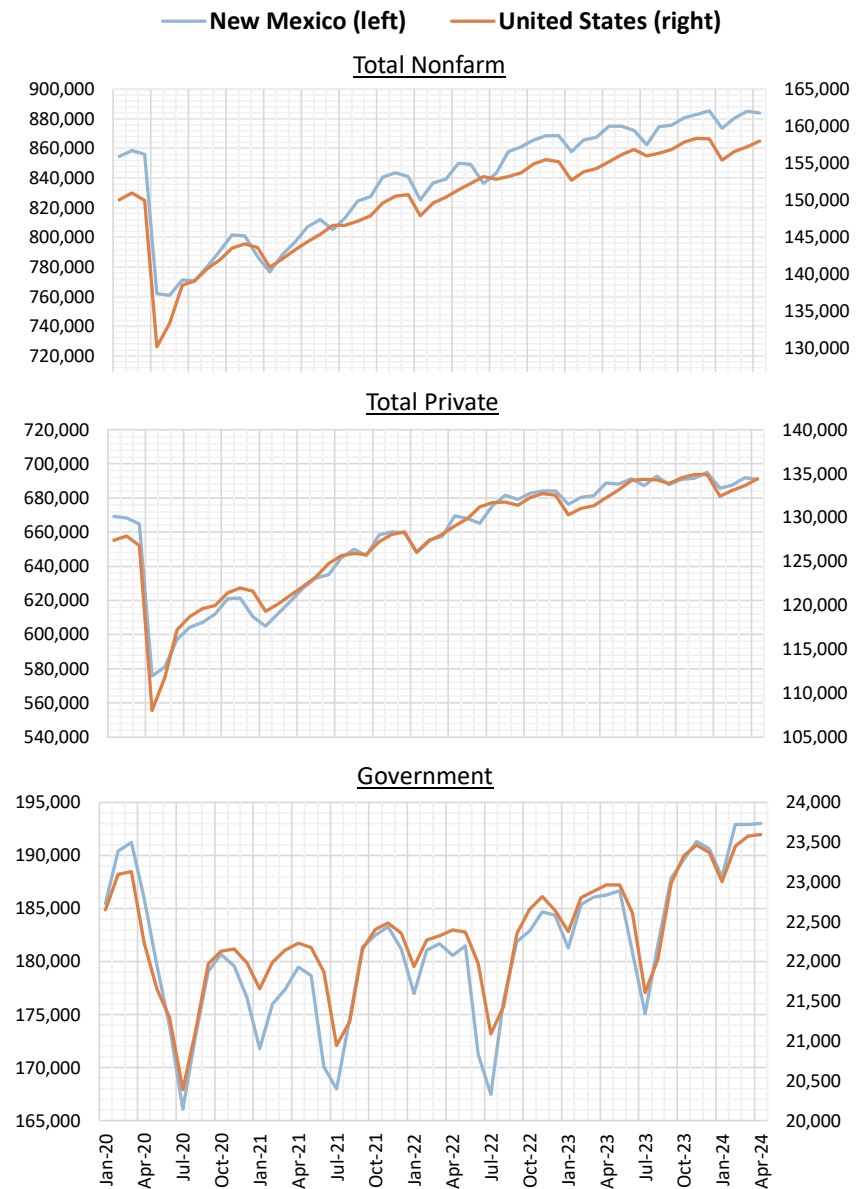
Private employment in New Mexico had recovered to pre-pandemic levels by April 2022, while the U.S. recovered five months earlier, by November 2021. By April 2024, New Mexico's private employment had grown beyond its pre-pandemic employment by 22,900 jobs, or 3.4 percent.

New Mexico had recovered all government employment lost during COVID-19 by November 2023, while the U.S. had recovered all government jobs a month earlier. As of April 2024, New Mexico's government employment had added a further 1,800 jobs, 0.9 percent, beyond its pre-pandemic employment level.

### Data Source

NMDWS Economic Research and Analysis Bureau, Current Employment Statistics Program, [www.jobs.state.nm.us/ces](http://www.jobs.state.nm.us/ces).

Over-the-Year Employment Change  
January 2020–April 2024



# Employment and Industry

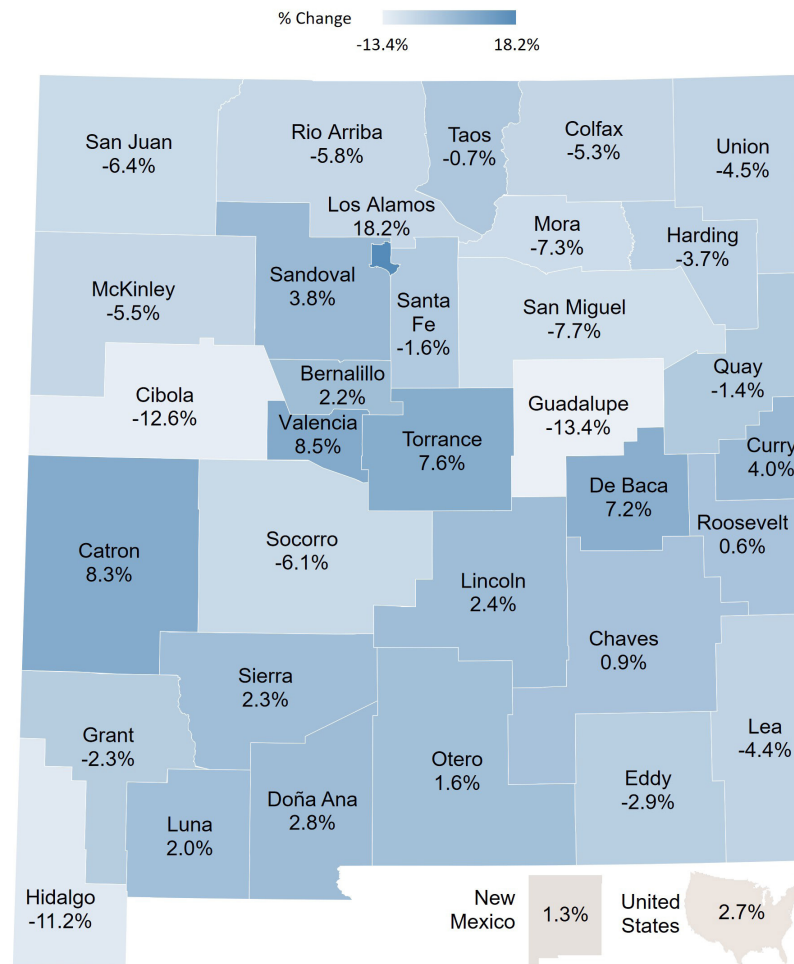
## CHANGE IN EMPLOYMENT BY COUNTY

Based on county-level data from the Quarterly Census of Employment and Wages (QCEW) program, between 2018 and 2022, employment in New Mexico increased by 1.3 percent, while employment increased by 2.7 percent for the United States. Out of the state's 33 counties, 15 counties experienced employment increases. Employment in Los Alamos County experienced the greatest percentage growth (18.2 percent, or 2,974 jobs), followed by Valencia (8.5 percent, or 1,280 jobs).

Eighteen counties in the state experienced employment declines. Counties with the largest percentage decline in employment included Guadalupe (13.4 percent, or 202 jobs), followed by Cibola (12.6 percent, or 957 jobs) and Hidalgo (11.2 percent, or 187 jobs).

Numerically, New Mexico's largest county, Bernalillo County, gained the most employment, gaining 7,167 jobs for a 2.2 percent increase, while San Juan lost the most jobs, losing 3,010 jobs for a 6.4 percent loss. Of the other two highest employing counties, Santa Fe lost 969 jobs (1.6 percent) and Doña Ana added 2,027 jobs (2.8 percent).

Change in Employment 2018 - 2022



## 2022 Employment

United States	150,025,655	% of
New Mexico	832,907	NM
		Total
Bernalillo	337,132	40.5
Doña Ana	74,757	9.0
Santa Fe	60,345	7.2
San Juan	44,270	5.3
Sandoval	31,406	3.8
Lea	30,384	3.6
Eddy	29,501	3.5
Chaves	21,307	2.6
McKinley	19,399	2.3
Los Alamos	19,307	2.3
Curry	17,579	2.1
Otero	17,528	2.1
Valencia	16,335	2.0
Taos	10,742	1.3
Rio Arriba	9,260	1.1
Grant	8,942	1.1
Luna	7,749	0.9
San Miguel	7,482	0.9
Cibola	6,639	0.8
Lincoln	6,565	0.8
Roosevelt	5,933	0.7
Socorro	4,867	0.6
Colfax	4,263	0.5
Sierra	3,443	0.4
Torrance	3,324	0.4
Quay	2,546	0.3
Hidalgo	1,478	0.2
Guadalupe	1,307	0.2
Union	1,263	0.2
Catron	703	0.1
Mora	649	0.1
De Baca	461	0.1
Harding	156	0.0

## Data Source

NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, [www.jobs.state.nm.us/qcew](http://www.jobs.state.nm.us/qcew).

# Employment and Industry







































## INDUSTRY GROWTH

From 2018 to 2023, New Mexico's total nonfarm employment grew by 31,900 jobs, or 3.8 percent, while employment increased by 4.8 percent nationally. The industry sector that experienced the largest percentage gain in New Mexico (17.8 percent) and the U.S. (19.4 percent) was transportation, warehousing, and utilities, for a total gain in New Mexico of 4,500 jobs.

The professional and business services industry reported the largest numeric gain since 2018, growing by 12,900 jobs, or 12.0 percent, followed by the trade, transportation, and utilities industry (of which transportation, warehousing, and utilities is a subsector), which grew 8,100 jobs, or 5.9 percent, since 2018.

Information reported the largest numeric loss with a decrease of 1,400 jobs, followed by mining and logging, which lost 1,200 jobs. Mining and logging posted the largest percentage employment loss nationally (12.0 percent).

Employment by Industry Sector, 2018–2023

	New Mexico				U.S.	
	2018	2023	% Change	# Change	% Change	
<b>Total Nonfarm Employment</b>	<b>841,000</b>	<b>872,900</b>		<b>31,900</b>	<b>3.8%</b>	
Mining and logging	24,600	23,400		-1,200	-4.9%	
Construction	47,300	52,700		5,400	11.4%	
Manufacturing	27,300	28,700		1,400	5.1%	
Durable goods	15,300	15,800		500	3.3%	
Nondurable goods	12,000	12,900		900	7.5%	
Trade, transportation, and utilities	137,400	145,500		8,100	5.9%	
Wholesale trade	21,200	20,800		-400	-1.9%	
Retail trade	91,000	94,900		3,900	4.3%	
Transportation, warehousing, and utilities	25,300	29,800		4,500	17.8%	
Information	11,400	10,000		-1,400	-12.3%	
Financial activities	34,800	35,400		600	1.7%	
Professional & business services	107,200	120,100		12,900	12.0%	
Education and health services	138,200	144,700		6,500	4.7%	
Educational services	18,800	21,600		2,800	14.9%	
Health care and social assistance	119,400	123,100		3,700	3.1%	
Leisure and hospitality	97,800	99,300		1,500	1.5%	
Other services	29,000	28,000		-1,000	-3.4%	
Government	186,000	185,200		-800	-0.4%	

## Data Source

NMDWS Economic Research and Analysis Bureau, Current Employment Statistics Program, [www.jobs.state.nm.us/ces](http://www.jobs.state.nm.us/ces).



# Employment and Industry

## INDUSTRY COMPOSITION

The largest employing industry sector in New Mexico in 2022 was health care and social assistance, with industry employment of 142,399 jobs comprising 17.1 percent of total employment. The five largest employing industries, including health care and social assistance, were retail trade, accommodation and food services, educational services, and professional and technical services. These are all service industries, and their combined employment made up over half (56.0 percent) of total employment in the state. Goods-producing industry sectors represented just 13.7 percent of the state's total share in employment.

Some industries had a greater presence in urban areas than in rural areas. The health care and social assistance industry comprised 18.2 percent of metropolitan employment in New Mexico as of 2022, a share that was 3.4 percentage points higher than the industry's share in non-metropolitan areas. The difference in share between urban and rural areas for this industry was by far the largest of all industries in the state. Manufacturing had the second-largest disparity between share of total employment in metropolitan and non-metropolitan areas, with 1.3 percentage points higher for the metropolitan areas.

On the other hand, employment in the mining, quarrying, and oil and gas extraction industry represented 6.3 percent of total employment in non-metropolitan areas in 2022, a share that was 5.5 percentage points higher than the share for metropolitan areas. Agriculture, forestry, fishing, and hunting had the second largest disparity (1.6 percent) between metropolitan and non-metropolitan areas, followed by professional and technical services (1.2 percent).

	New Mexico 832,907		Metro 567,572		Non-Metro 265,336	
All Industries						
Accommodation & Food Services		90,696 10.9%		62,845 11.1%		27,851 10.5%
Administrative & Waste Services		48,740 5.9%		33,277 5.9%		15,463 5.8%
Agriculture, Forestry, Fishing		10,480 1.3%		4,226 0.7%		6,254 2.4%
Arts, Entertainment, Recreation		15,301 1.8%		11,273 2.0%		4,028 1.5%
Construction		53,428 6.4%		36,942 6.5%		16,486 6.2%
Educational Services		74,228 8.9%		49,928 8.8%		24,300 9.2%
Finance & Insurance		22,842 2.7%		16,693 2.9%		6,149 2.3%
Health Care & Social Assistance		142,399 17.1%		103,029 18.2%		39,370 14.8%
Information		11,794 1.4%		7,884 1.4%		3,910 1.5%
Management of Companies		5,676 0.7%		4,353 0.8%		1,323 0.5%
Manufacturing		28,976 3.5%		22,125 3.9%		6,851 2.6%
Mining		21,166 2.5%		4,551 0.8%		16,615 6.3%
Other Services		21,072 2.5%		15,018 2.6%		6,054 2.3%
Professional & Technical Services		65,085 7.8%		42,124 7.4%		22,961 8.7%
Public Administration		60,124 7.2%		41,828 7.4%		18,296 6.9%
Real Estate		10,467 1.3%		7,538 1.3%		2,929 1.1%
Retail Trade		93,756 11.3%		64,194 11.3%		29,562 11.1%
Transportation & Warehousing		29,835 3.6%		21,308 3.8%		8,527 3.2%
Utilities		6,313 0.8%		3,370 0.6%		2,943 1.1%
Wholesale Trade		20,530 2.5%		15,066 2.7%		5,464 2.1%

## Data Source

NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, [www.jobs.state.nm.us/qcew](http://www.jobs.state.nm.us/qcew).

# Employment and Industry

## INDUSTRY CONCENTRATION

The location quotient (LQ) is one measure used to identify industry concentration. An LQ is essentially a ratio of ratios that measures the concentration of an industry's employment against the concentration of that industry's employment in a larger reference area (e.g., the state or nation). If an LQ is equal to 1, the industry has the same share of its area of employment as it does in the larger reference area. An LQ greater than 1 indicates an industry with a greater share of the local area employment than is the case in the larger reference area. An LQ less than 1 indicates an industry with a lesser share of the local area employment than is the case in the larger reference area.

There are several major industry sectors in which the share of employment in New Mexico was notably greater than the share in the nation as of 2022. The mining, quarrying, and oil and gas extraction industry in New Mexico had an LQ of 6.86, making it the industry with the largest LQ in the state, and significantly larger than the LQ of any other major industry. Agriculture, forestry, fishing, hunting and total government follow, each with an LQ of 1.46, followed by utilities with 1.36.

Industries with the lowest LQs in New Mexico in 2022, indicating comparatively smaller concentrations of employment in the state than in the nation, included manufacturing and management of companies, each with an LQ of 0.41.

Seven of the 20 major industry sectors for which LQ was calculated saw a decrease in LQ between 2018 and 2022. The sectors with largest drop in LQ occurred within agriculture, forestry, fishing and hunting (0.13 percentage points) and information (0.12 percentage points). The largest increase in LQ occurred in mining, quarrying, and oil and gas extraction (0.37 percentage points). Four industry sectors experienced no change in location quotient—construction, professional and technical services, total government and healthcare and social assistance.

### Industry Employment and Location Quotients

Industry	2018 and 2022					
	Employment & LQ				Change	
	2018		2022		Employment	LQ
Accommodation & Food Services	87,759	1.13	85,379	1.15	-2,380	0.02
Administrative & Waste Services	43,971	0.85	46,731	0.88	2,760	0.04
Agriculture, Forestry, Fishing	11,258	1.58	10,181	1.46	-1,077	-0.13
Arts, Entertainment, Recreation	10,026	0.75	10,051	0.78	25	0.03
Construction	47,224	1.16	49,831	1.16	2,607	0.00
Educational Services	9,429	0.58	10,783	0.65	1,354	0.07
Finance & Insurance	22,696	0.68	22,701	0.65	5	-0.02
Health Care & Social Assistance	119,161	1.07	120,914	1.07	1,753	0.00
Information	12,015	0.76	10,777	0.64	-1,238	-0.12
Management of Companies	5,644	0.43	5,676	0.41	32	-0.02
Manufacturing	27,145	0.38	28,969	0.41	1,824	0.03
Mining	24,598	6.49	21,166	6.86	-3,432	0.37
Other Services	20,964	0.83	20,541	0.84	-423	0.01
Professional & Technical Services	57,315	1.10	64,193	1.10	6,878	0.00
Real Estate	10,259	0.82	10,364	0.80	105	-0.02
Retail Trade	91,374	1.03	93,073	1.08	1,699	0.05
Total Government	176,915	1.46	172,193	1.46	-4,722	0.00
Transportation & Warehousing	19,264	0.66	24,683	0.69	5,419	0.04
Utilities	4,313	1.39	4,195	1.36	-118	-0.02
Wholesale Trade	21,020	0.64	20,506	0.62	-514	-0.02

## Data Source

U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages Program, <https://www.bls.gov/cew/downloadable-data-files.htm>.

# Employment and Industry

## OCCUPATIONAL COMPOSITION

In 2023, almost one-third of all jobs in New Mexico fell within three major occupational groups: office and administrative support, food preparation and serving related occupations, and sales. Employment within these three groups comprised 31.8 percent of all jobs in the state. Employment was smallest in the farming, fishing, and forestry and legal occupational groups (0.4 percent and 0.8 percent of total employment, respectively).

Some occupations were more common in urban areas than in rural areas. Jobs within the healthcare practitioners and technical group comprised 6.4 percent of metropolitan employment in New Mexico as of 2023, a share that was 1.7 percentage points higher than the occupation group's share in non-metropolitan areas. Food preparation and serving had a metropolitan share that exceeded the non-metropolitan share by 1.3 percentage points.

On the other hand, construction and extraction occupations represented 8.4 percent of total employment in non-metropolitan areas in 2023, a share that was 2.8 percentage points higher than the share for metropolitan areas. Other occupational groups in which the non-metropolitan share exceeded the metropolitan share included transportation and material moving (1.8 percentage points) and installation, maintenance, and repair (1.2 percentage points).

All Occupations	New Mexico 845,580			Metro 578,030			Non-Metro 267,550		
Office & Administrative Support		117,510	13.9%		82,530	14.3%		34,980	13.1%
Food Preparation & Serving Related		80,640	9.5%		57,590	10.0%		23,050	8.6%
Sales & Related		68,870	8.1%		48,150	8.3%		20,720	7.7%
Transportation & Material Moving		62,090	7.3%		39,160	6.8%		22,930	8.6%
Construction & Extraction		54,790	6.5%		32,300	5.6%		22,490	8.4%
Healthcare Support		54,020	6.4%		37,180	6.4%		16,840	6.3%
Education Instruction & Library		51,460	6.1%		34,260	5.9%		17,200	6.4%
Healthcare Practitioners and Technical		49,480	5.9%		36,880	6.4%		12,600	4.7%
Management		46,340	5.5%		32,170	5.6%		14,170	5.3%
Business & Financial Operations		44,540	5.3%		31,320	5.4%		13,220	4.9%
Installation, Maintenance & Repair		36,310	4.3%		22,550	3.9%		13,760	5.1%
Production		26,390	3.1%		18,250	3.2%		8,140	3.0%
Building & Grounds Cleaning & Maintenance		25,710	3.0%		17,120	3.0%		8,590	3.2%
Protective Service		24,530	2.9%		15,970	2.8%		8,560	3.2%
Architecture & Engineering		23,730	2.8%		16,680	2.9%		7,050	2.6%
Computer & Mathematical		22,890	2.7%		15,520	2.7%		7,370	2.8%
Community & Social Service		14,040	1.7%		10,070	1.7%		3,970	1.5%
Personal Care & Service		13,130	1.6%		10,480	1.8%		2,650	1.0%
Life, Physical & Social Science		10,100	1.2%		6,080	1.1%		4,020	1.5%
Arts, Design, Entertainment, Sports & Media		9,030	1.1%		6,520	1.1%		2,510	0.9%
Legal		6,800	0.8%		5,450	0.9%		1,350	0.5%
Farming, Fishing, Forestry		3,170	0.4%		1,810	0.3%		1,360	0.5%

### Data Source

NNMDWS Economic Research and Analysis Bureau, Occupational Employment and Wage Statistics Program, [www.jobs.state.nm.us/](http://www.jobs.state.nm.us/).

# Employment and Industry

## MOST COMMON OCCUPATIONS

In 2023, the most common detailed occupation was home health and personal care aides, with an employment of 36,560. This was followed by fast food and counter workers (25,320), secretaries and administrative assistants (24,360), and retail salespersons (23,140). About two out of five workers in the entire state worked in one of these occupations.

Of the 25 most common detailed occupations in New Mexico, only seven had a median wage above the statewide median of \$48,060—supervisors of retail sales workers; heavy and tractor-trailer truck drivers; supervisors of office and administrative support; elementary school teachers; business operations specialists; registered nurses; and general and operations managers.

Eighteen of the 25 most common occupations had wages that were below the state's median wage. Home health and personal care aides, the most common occupation, had a median wage of \$26,680, a figure nearly \$17,000 less than the statewide median wage.

## Twenty-Five Most Common Occupations in New Mexico, 2023

	Employment and % of Total		Median Wage
<b>All Occupations</b>	<b>845,580</b>		<b>\$43,620</b>
Home Health and Personal Care Aides	36,560 4.3%		\$26,680
Fast Food and Counter Workers	25,320 3.0%		\$27,740
Secretaries & Administrative Assistants	24,360 2.9%		\$40,250
Retail Salespersons	23,140 2.7%		\$30,090
Customer Service Representatives	20,330 2.4%		\$36,690
Cashiers	19,210 2.3%		\$28,090
Registered Nurses	18,030 2.1%		\$83,970
General and Operations Managers	17,200 2.0%		\$98,990
Stockers and Order Fillers	15,790 1.9%		\$34,790
Office Clerks, General	15,260 1.8%		\$35,000
Janitors and Cleaners	14,240 1.7%		\$30,360
Waiters and Waitresses	12,760 1.5%		\$30,350
Heavy and Tractor-Trailer Truck Drivers	11,380 1.3%		\$46,830
Construction Laborers	10,930 1.3%		\$37,260
Laborers and Freight, Stock, and Material Movers, Hand	10,110 1.2%		\$34,870
Cooks, Restaurant	9,350 1.1%		\$30,150
Maintenance and Repair Workers, General	9,280 1.1%		\$38,420
Bookkeeping, Accounting, and Auditing Clerks	9,010 1.1%		\$42,690
Supervisors of Office & Admin Support Workers	8,310 1.0%		\$57,910
Teaching Assistants, Except Postsecondary	8,160 1.0%		\$31,120
Elementary School Teachers, Except Special Education	8,020 0.9%		\$63,610
Supervisors of Retail Sales Workers	7,870 0.9%		\$44,220
Security Guards	7,490 0.9%		\$34,250
Business Operations Specialists, All Other	7,210 0.9%		\$75,140
Supervisors of Food Prep & Serving Workers	6,940 0.8%		\$36,870

## Data Source

NMDWS Economic Research and Analysis Bureau, Occupational Employment and Wage Statistics Program, [www.jobs.state.nm.us/oeswage](http://www.jobs.state.nm.us/oeswage).

# Employment Projections



## WHAT IT IS USED FOR

Businesses, workforce and economic development professionals, researchers, and government use industry employment projections to identify business activities that are expected to contribute significantly and positively to an area's economy. With such information, these stakeholders outline economic goals, strategies, and investments that can bolster the economy and ensure the future workforce can meet the demands of business and business can provide meaningful and stable employment opportunities to area residents.

Occupational employment projections are used by job seekers, students, and educators because they provide an outlook for targeted and in-demand occupations within the economy that are expected to provide some of the best employment opportunities. Often combined with wages, occupational employment projections inform the decisions of individuals seeking to develop a career path that will ensure meaningful, stable, and financially satisfying employment. Educators use projections to help align programs with the needs and demands of businesses, ultimately helping bridge supply and demand gaps within the workforce.

## OVERVIEW

New Mexico's employment is projected to grow by 13.1 percent between 2022 and 2032. The industries of healthcare and social assistance, which is expected to grow the most, and arts, entertainment, and recreation, which is expected to grow the fastest, are still experiencing minor effects of the pandemic. These businesses are still building up operations and employment to meet the demand that had been dampened by the pandemic. The industry of healthcare and social assistance is expected to grow as New Mexicans, as well as the rest of the country's population, get older and need health care services.

Projected annual job openings due to exits (workers leaving the labor force) and transfers (workers leaving the occupation for another) are expected to be the greatest in food preparation and serving related and office and administrative support. Occupations with many projected openings due to exits and transfers typically offer lower wages and do not require lengthy educational preparation when compared to occupations with a lower number of exits and transfer openings. Both food preparation and serving related occupations and office and administrative support occupations had 2023 median wages below the statewide average.

Of all detailed occupations, home health and personal care aides, fast food and counter workers, and restaurant cooks are expected to have the most growth, but they typically offer low wages. Registered nurses is an occupation that has long been in-demand in New Mexico and it pays well—the annual median wage in 2023 was \$83,970, almost twice the statewide median wage of \$43,620.



# Employment Projections

## PROJECTED GROWTH BY INDUSTRY

Just over half of all projected employment growth is anticipated to occur in just three major sectors—health care and social assistance (33,490 jobs, expected to increase 24.8 percent); accommodation and food services (19,850 jobs, or 22.3 percent growth); and professional, scientific, and technical services (10,790 jobs, or 16.8 percent). The large growth in health care and social assistance is due to increased care for the aging population and the need for increased health care services. The large growth in accommodation and food service is caused by the need for workers by New Mexico businesses as they recover from the lingering effects of the COVID-19 pandemic. Four other sectors with projected growth at or above the all-industry average of 13.1 percent include arts, entertainment and recreation (51.8 percent), mining (which includes oil and gas, 18.1 percent), and information services (15.9 percent). Two sectors are projected to see a decline in employment over the period, with the most expected in state government.

### Projected Employment Growth by Major Industry

2022–2032

Healthcare and Social Assistance	33,940	24.8%
Accommodation and Food Services	19,850	22.3%
Professional/Scientific/Tech. Services	10,790	16.8%
Retail Trade	6,820	7.3%
Arts, Entertainment, Recreation	5,960	51.8%
Construction	5,660	11.4%
Self Employed	4,300	8.7%
Educational Services	4,170	5.6%
Admin & Support/Waste Mgmt.	3,880	8.4%
Mining	3,830	18.1%
Manufacturing	3,670	12.7%
Transportation & Warehousing	3,160	12.1%
Local Government	2,910	6.9%
Finance & Insurance	1,970	8.7%
Other Services (except Govt)	1,830	8.9%
Information	1,710	15.9%
Wholesale Trade	790	3.8%
Real Estate, Rental, Leasing	730	7.1%
Agriculture/Forestry/Fishing/Hunting	330	3.3%
Mgmt. of Companies	310	5.5%
Utilities	110	2.5%
Federal Government	-430	-1.8%
State Government	-600	-2.8%

### Data Source

NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, [www.jobs.state.nm.us/indprj](http://www.jobs.state.nm.us/indprj). Projected numeric growth for industries is rounded.

# Employment Projections

## PROJECTED GROWTH BY OCCUPATION

The occupational group of healthcare support is expected to grow the most, increasing by 17,850 jobs, making up slightly over 15 percent of total statewide growth. Healthcare support also has the fastest growth, at 32.5 percent, a rate over two times that of the statewide average of 13.1 percent. Occupations with the next fastest growth included computer and mathematical (23.9 percent) and personal care and service (20.2 percent). Two other major occupational groups with large growth include food preparation and serving (15,400 jobs) and healthcare practitioners and technical (10,530 jobs).

The occupational groups of office and administrative support and farming, fishing, and forestry are expected to have lowest employment growth over the projection period.

**Projected Employment Growth by Major Occupational Group**  
2022–2032

Healthcare Support	17,850	32.5%
Food Prep. & Serving	15,400	19.6%
Health Practitioners & Tech.	10,530	20.1%
Construction & Extraction	8,410	13.7%
Transp. & Material Moving	8,080	12.8%
Management	7,720	13.3%
Computer & Math	5,370	23.9%
Business & Financial Operations	5,120	11.5%
Sales & Related	5,120	7.0%
Installation, Maint. & Repair	4,580	12.3%
Bldg./Grounds Cleaning/Maint.	4,180	14.3%
Educational Instruction & Library	3,760	7.7%
Personal Care & Service	3,360	20.2%
Office & Admin Support	3,180	2.7%
Architecture & Engineering	2,690	11.6%
Community & Social Service	2,390	16.8%
Production	2,370	8.7%
Arts, Design, Entertainment, Sports	1,910	17.3%
Protective Service	1,470	6.1%
Life/Physical/Social Science	1,150	11.6%
Legal	730	10.3%
Farming, Fishing & Forestry	300	3.7%

## Data Source

NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment and Wage Statistics Programs, [www.jobs.state.nm.us/occprj](http://www.jobs.state.nm.us/occprj). Projected numeric growth is rounded. Figures include self-employed.

# Employment Projections

## PROJECTED ANNUAL JOB OPENINGS

Occupational projections data also measure projected annual job openings. Openings data consider job openings from growth as well as openings that come from workers exiting the workforce (also called exits) and those who leave an occupation to enter a different one (also called transfers).

The food preparation and serving related occupational group is projected to provide the largest number of annual job openings (18,030) between 2022 and 2032. Although minimal job growth is expected in office and administrative support, this occupational group will have the second-highest number of job opportunities due to workers leaving the occupation (13,660 jobs). Other groups with many openings include healthcare support and sales. Occupations with many projected openings due to exits and transfers typically offer lower wages and do not require lengthy educational preparation when compared to occupations with a lower number of exits and transfer openings.

**Projected Annual Job Openings by Major Occupational Group**  
2022–2032

	Openings Due to Exits & Transfers	Openings Due to Growth	Total
Food Prep. & Serving	1,540	16,490	18,030
Office & Admin. Support	320	13,660	13,980
Healthcare Support	1,790	9,150	10,940
Sales & Related	510	10,350	10,860
Transp. & Material Moving	810	8,460	9,270
Construction & Extraction	840	5,660	6,500
Management	770	4,820	5,590
Educational Instruction & Library	380	4,400	4,780
Bldg./Grounds Cleaning/Maint.	420	4,210	4,630
Business & Financial Ops.	510	3,690	4,200
Health Practitioners & Tech.	1,050	3,140	4,190
Installation, Maint. & Repair	460	3,460	3,920
Personal Care & Service	340	3,180	3,520
Production	240	3,140	3,380
Protective Service	150	2,630	2,780
Computer & Mathematical	540	1,500	2,040
Architecture & Engineering	270	1,630	1,900
Community & Social Service	240	1,300	1,540
Arts, Design, Entertainment	190	1,150	1,340
Farming, Fishing & Forestry	30	1,200	1,230
Life/Physical/Social Science	120	880	1,000
Legal	70	460	530

## Data Source

NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment and Wage Statistics Programs, [www.jobs.state.nm.us/occprj](http://www.jobs.state.nm.us/occprj). Projected job openings are rounded. Totals may not sum due to rounding.

# Employment Projections

## PROJECTED GROWTH BY DETAILED OCCUPATION

Detailed occupations such as home health and personal care aides, fast food and counter workers, and restaurant cooks are expected to have the most growth. The increased growth in home health and personal care aides is due to the aging of New Mexico's population, the need for health care services, and the cost-effectiveness of home health care relative to hospital care.

The three occupations with the fastest growth during the projection period include nurse practitioners (64.5 percent), music directors and composers (55.6 percent), and solar photovoltaic installers (51.2 percent).

Ten-year projections are updated every two years, and some detailed occupations have been consistently expected to have the most or fastest growth. These occupations include registered nurses, general and operations managers, nurse practitioners, and solar photovoltaic installers.

### Detailed Occupations With the Largest and Fastest Projected Employment Growth 2022–2032

MOST GROWTH			FASTEST GROWTH		
Home Health & Personal Care Aides	13,310	64.5%	Nurse Practitioners		
Fast Food & Counter Workers	4,370	55.6%	Music Directors and Composers		
Cooks, Restaurant	3,890	51.2%	Solar Photovoltaic Installers		
Registered Nurses	2,910	47.4%	Physical Therapist Assistants		
Stockers & Order Fillers	2,460	46.6%	Physician Assistants		
General & Operations Mgrs.	2,380	45.7%	Information Security Analysts		
Medical Assistants	2,210	45.4%	Tour and Travel Guides		
Construction Laborers	2,090	44.8%	Exercise Trainers & Group Instructors		
Retail Salespersons	2,070	44.4%	Baggage Porters & Bellhops		
Waiters & Waitresses	1,960	43.1%	Cooks, Restaurant		
Heavy & Tractor-Trailer Truck Drivers	1,630	42.2%	Medical & Health Service Managers		
Software Developers	1,520	42.1%	Gambling Dealers		
Supervisors of Food Prep & Serving	1,510	42.0%	Data Scientists		
Janitors & Cleaners	1,500	41.0%	Musicians & Singers		
Maids & Housekeepers	1,370	40.9%	Statisticians		
Maintenance and Repair Workers, General	1,340	40.2%	Lodging Managers		
Laborers, Freight, Stock, & Material Movers	1,190	40.0%	Umpires, Referees & Other Sports Officials		
Medical and Health Services Managers	1,180	38.9%	Orthotists and Prosthetists		
Nurse Practitioners	1,030	36.9%	Massage Therapists		
Hotel, Motel, and Resort Desk Clerks	970	36.5%	Ophthalmic Medical Technicians		

### Data Source

NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment and Wage Statistics Programs, [www.jobs.state.nm.us/occprj](http://www.jobs.state.nm.us/occprj). Projected numeric growth is rounded.

## A collage of financial and business icons. It includes a document with a percentage sign and a dollar sign, a hand holding a money bag, a sailboat, a bar chart with an umbrella, a magnifying glass, and various dollar signs and arrows.

Data on earnings, income, and wages are used to measure the economic well-being of an area's residents. Greater earnings and higher incomes and wages directly correspond to greater purchasing power, economic security, and economic mobility for an area's population, and hence correspond to a more robust economy. As such, earnings, income, and wage data are used by a variety of groups, including policymakers, seeking to measure economic opportunity and identify and influence factors that impact the lives of residents.

## OVERVIEW

Median annual earnings, unsurprisingly, increases as educational attainment increases. But in all educational categories, women earned less than men.

The occupational group with the highest annual median wage was architecture and engineering. At the occupational level, food preparation and serving related had the lowest median wage. It also offered the lowest wage growth between entry and experienced level positions. Low wages and lack of opportunities for wage growth may make the industry and occupation unattractive to potential workers, further contributing to the industry's inability to find and keep workers.



# Earnings, Income, and Wages

## MEDIAN EARNINGS

New Mexico's median annual earnings (for all persons 16 and older) reached \$34,706 in 2022, 17.6 percent less than the U.S. annual earnings of \$42,131.

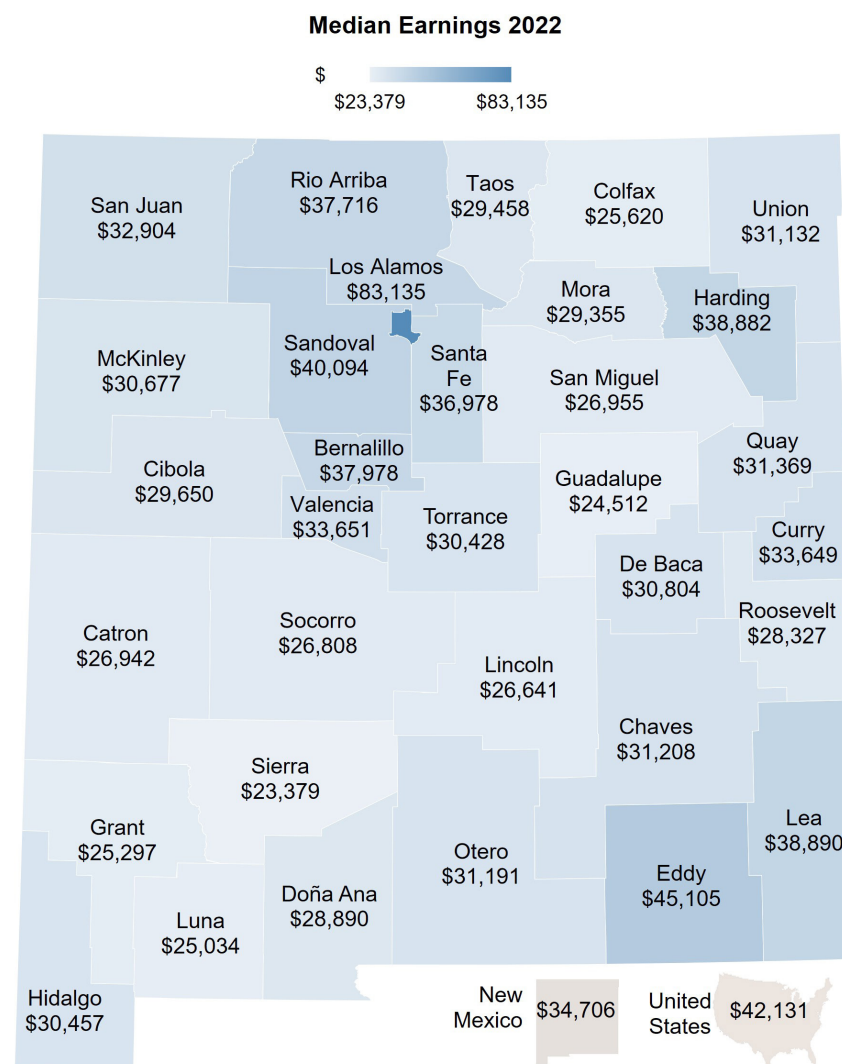
Los Alamos was the county with the highest median earnings, by far, at \$83,135. Eddy County, in which the oil and gas extraction industry is prominent, had the second-highest median annual earnings, at \$45,105. Both counties' median earnings levels exceeded both statewide and national averages.

Sandoval County had the third-highest median earnings, at \$40,094. Other counties that had median earnings levels higher than the New Mexico median were Lea, Harding, Bernalillo, Rio Arriba, and Santa Fe.

The county with the lowest annual median earnings was Sierra (\$23,379). Guadalupe was the second lowest, with annual median earnings of \$24,512 as of 2022.

### Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table S2001: Earnings in the Past 12 Months, <https://data.census.gov>. Data are for the population 16 years old and older. Earnings are for the past 12 months and are in 2022 inflation-adjusted dollars.



# Earnings, Income, and Wages

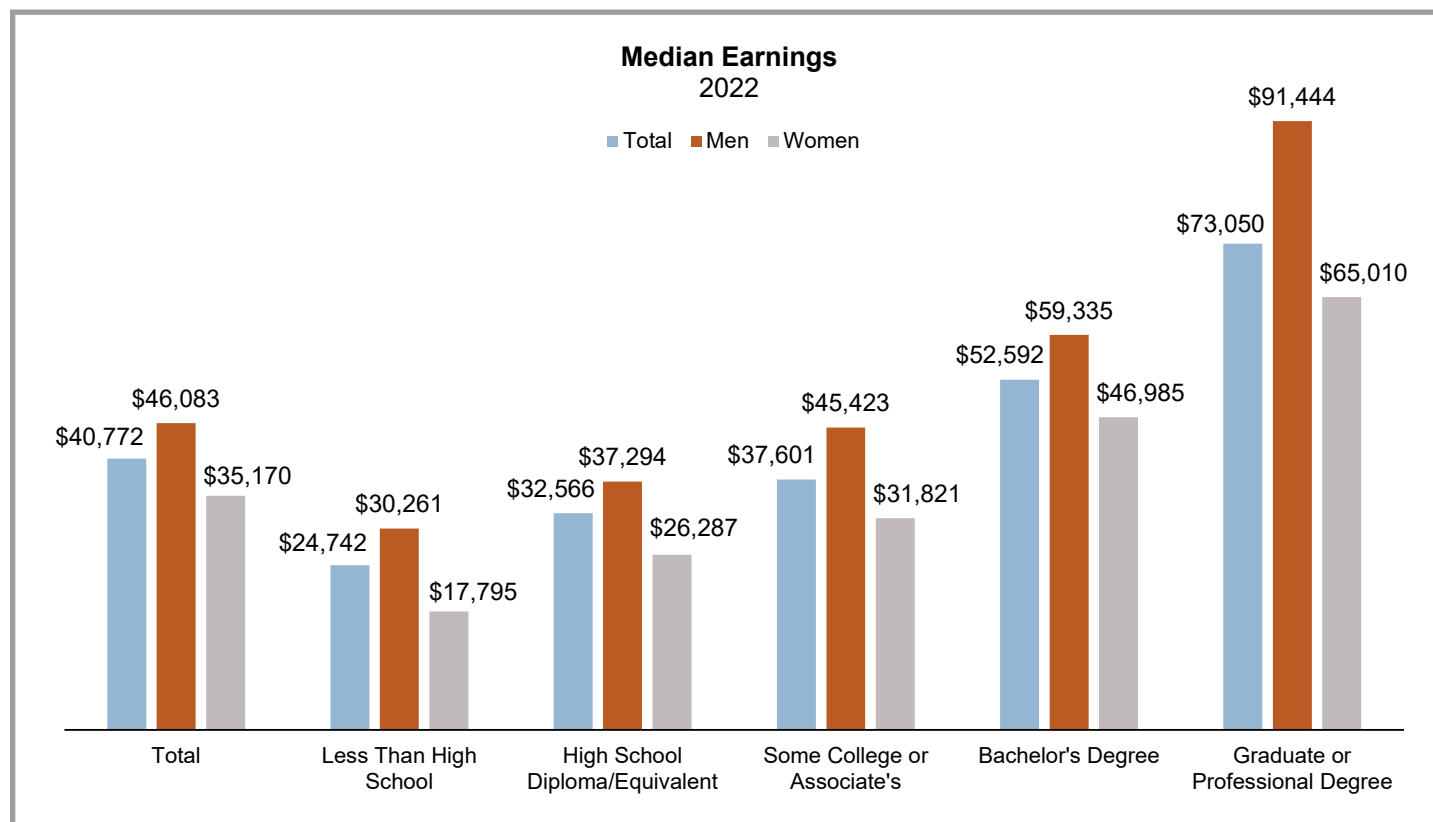
## EARNINGS BY EDUCATIONAL ATTAINMENT LEVEL AND SEX

As of 2022, the median annual earnings of persons 25 and older in New Mexico was \$40,772. The annual median earnings for men were \$46,083, \$10,913 more than the annual median earnings for women (\$35,170).

As educational attainment level rises, so do median earnings. Those with a graduate or professional degree had median earnings of \$73,050, almost three times greater than the median earnings of persons who had not completed high school nor received an equivalent certificate (\$24,742).

Completing high school significantly increases the potential earnings of an individual. The annual median earnings of high school graduates were \$32,566, \$7,824 higher than the median earnings of non-graduates. Attending some college or getting an associate's degree pushed median earnings up to \$37,601. Persons with bachelor's degrees earned a median wage of \$52,592 in New Mexico in 2022.

No matter the level of education, men earned more than women. The greatest difference was found for those with a graduate or professional degree. Men's median earnings at this educational level was \$91,444, which was \$26,434, or 40.7 percent, greater than women's median earnings (\$65,010).



### Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table S2001: Earnings in the Past 12 Months, <https://data.census.gov>. Data are for the population 25 years old and older. Earnings are for the past 12 months and are in 2022 inflation-adjusted dollars.

# Earnings, Income, and Wages

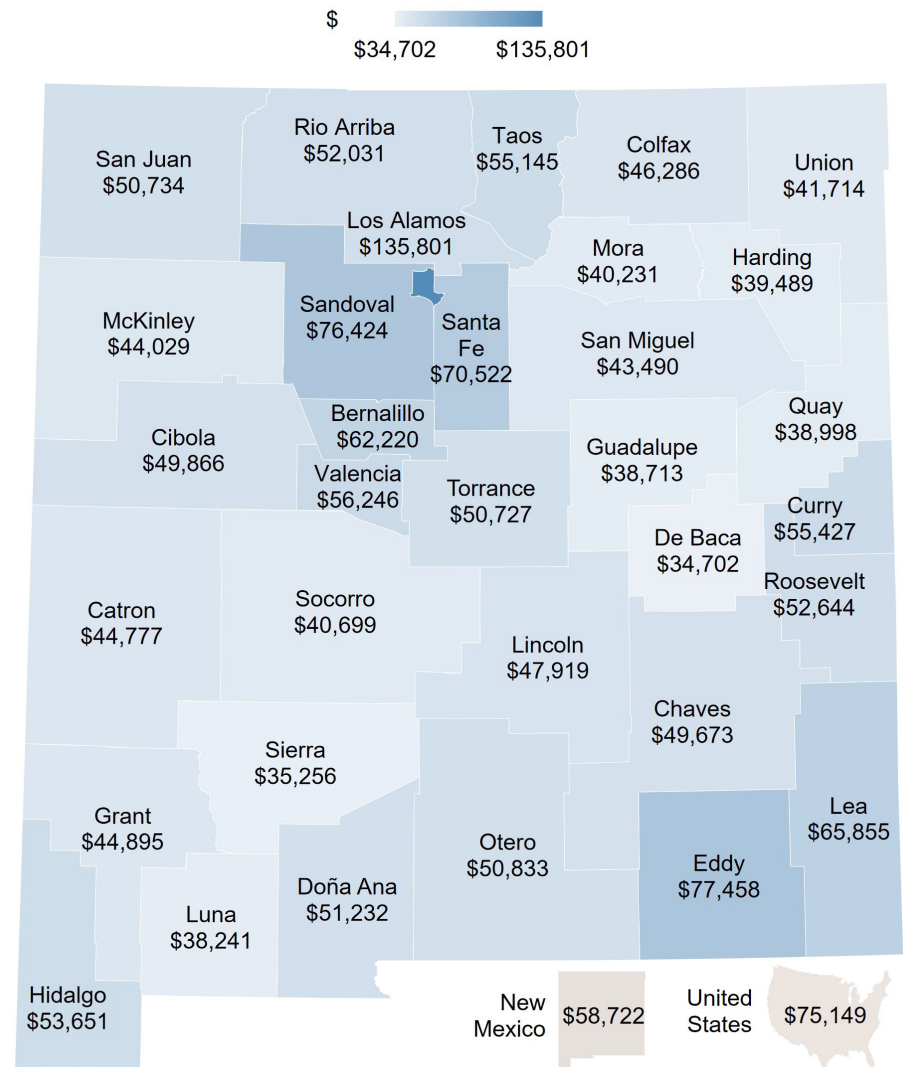
## HOUSEHOLD INCOME

As of 2022, New Mexico's median household income reached \$58,722, 21.9 percent less than the U.S. median household income of \$75,149. The county with the highest median household income, by far, was Los Alamos with \$135,801. The other counties in the state with a median household income higher than the U.S. were Eddy County (\$77,458) and Sandoval County (\$76,424).

Three other counties had median household income higher than the state's median: Santa Fe County (\$70,522), Lea County (\$65,855), and Bernalillo (\$62,220).

The county with the lowest median household income was De Baca County. At \$34,702, not only was it over \$24,000 less than the statewide median household income, but it was also less than half of the nation's median income level.

Median Household Income 2022



## Data Source

U.S. Census Bureau, 2022 American Community Survey 5-Year Estimates, Table B19013: Median Household Income in the Past 12 Months, <https://data.census.gov>. Data measure earnings are for the past 12 months and are in 2022 inflation-adjusted dollars.

# Earnings, Income, and Wages

## INDUSTRY WAGES

The average weekly wage across all industry sectors during the period of the fourth quarter 2022 through the third quarter 2023 was \$1,104. The average weekly wage was highest in professional and technical services (\$1,951). Wages in mining, quarrying, and oil and gas extraction were, at \$1,881 per week, the second highest, followed closely by management of companies and enterprises (\$1,780) and utilities (\$1,621).

The accommodation and food services industry sector had, by far, the lowest average weekly wage during the year, paying \$498 a week, over \$600 less than the average weekly wage for all industries.

### Average Weekly Wage

4th Quarter 2022–3rd Quarter 2023

Professional & Technical Services	\$1,951
Mining	\$1,881
Management of Companies	\$1,780
Utilities	\$1,621
Finance & Insurance	\$1,488
Information	\$1,409
Public Administration	\$1,404
Wholesale Trade	\$1,371
Manufacturing	\$1,226
Construction	\$1,204
Transportation & Warehousing	\$1,114
<b>All Industries</b>	<b>\$1,104</b>
Educational Services	\$1,099
Health Care & Social Assistance	\$1,042
Real Estate	\$993
Administrative & Waste Services	\$984
Other Services	\$882
Agriculture, Forestry, Fishing	\$767
Retail Trade	\$688
Arts, Entertainment, Recreation	\$678
Accommodation & Food Services	\$498

## Data Source

NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, [www.jobs.state.nm.us/qcew](http://www.jobs.state.nm.us/qcew). Data are a calculated quarterly average.

# Earnings, Income, and Wages

## OCCUPATIONAL WAGES

The median wage of all occupations in New Mexico was \$43,620 in 2023. Healthcare support was the lowest paying occupational group of all 22 groups. Its median annual wage was \$28,380, just over \$15,000 less than the all-occupation median. There were 13 major occupational groups with a median wage above the all-occupation median; their employment comprised 46.6 percent of total employment in the state. Architecture and engineering had the highest median annual wage (\$105,310), followed by management (\$101,770).

Occupations in management had the largest wage difference between entry and experienced wages, while food preparation and serving related occupations had the lowest. In that occupational group, the experienced wage was only \$8,900 higher than the entry wage. A large difference between entry and experienced wages may indicate that the occupational group provides opportunities and career pathways that can lead to long-term career growth.

	Employment	Entry Wage	Median Wage	Experienced Wage
Architecture & Engineering	23,730	\$67,070	\$105,310	\$137,980
Management	46,340	\$62,050	\$101,770	\$146,530
Computer & Mathematical	22,890	\$51,310	\$91,350	\$126,920
Healthcare Practitioners and Technical	49,480	\$47,000	\$81,890	\$128,160
Life, Physical & Social Science	10,100	\$46,900	\$73,690	\$105,350
Legal	6,800	\$48,150	\$73,630	\$114,730
Business & Financial Operations	44,540	\$46,870	\$69,760	\$94,130
Education Instruction & Library	51,460	\$34,350	\$60,160	\$77,570
Community & Social Service	14,040	\$36,580	\$52,850	\$67,810
Arts, Design, Entertainment, Sports & Media	9,030	\$31,090	\$47,130	\$79,100
Installation, Maintenance & Repair	36,310	\$32,060	\$47,040	\$60,700
Construction & Maintenance	54,790	\$34,810	\$46,930	\$60,690
Protective Service	24,530	\$31,590	\$44,690	\$60,380
<b>All Occupations</b>	<b>845,580</b>	<b>\$29,000</b>	<b>\$43,620</b>	<b>\$71,780</b>
Production	26,390	\$30,160	\$39,150	\$54,980
Office & Administrative Support	117,510	\$30,170	\$38,580	\$48,590
Transportation & Material Moving	62,090	\$29,320	\$38,440	\$50,540
Farming, Fishing, Forestry	3,170	\$26,070	\$32,870	\$40,310
Sales & Related	68,870	\$27,030	\$32,000	\$48,670
Building & Grounds Cleaning & Maintenance	25,710	\$27,090	\$31,200	\$37,730
Personal Care & Service	13,130	\$26,040	\$30,060	\$38,750
Food Preparation & Serving Related	80,640	\$26,010	\$28,420	\$34,910
Healthcare Support	54,020	\$25,530	\$28,380	\$35,590

### Data Source

NMDWS Economic Research and Analysis Bureau, Occupational Employment and Wage Statistics Program, [www.jobs.state.nm.us/oeswage](http://www.jobs.state.nm.us/oeswage). Employment data are rounded.





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