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Options/Recommendations for High-Skill, High-Wage, and In-Demand Occupations and Industries

High Skill

Proposed Definitions

High-Skill Occupations are those have typical education or training beyond a high school diploma. This means: 1) having typical education needed for entry higher than a high school diploma or equivalent **or** 2) having typical education needed for entry equal to a high school diploma or equivalent **and** typical on-the-job training of moderate-term on-the-job training, long-term on-the-job training, apprenticeship, or internship/residency.

Background

The Bureau of Labor Statistics (BLS) education and training classification [system](#) consists of two categories of information assigned to each detailed occupation. The categories are: 1) typical education needed for entry and 2) typical on-the-job training needed to obtain competency in the occupation.

Typical education needed for entry represents the level of education most workers need to enter an occupation. There are eight possible rankings:

- no formal educational credential;
- high school diploma or equivalent;
- some college, no degree;
- postsecondary non-degree award;
- associate degree;
- bachelor's degree;
- master's degree;
- doctoral or professional degree.

Typical on-the-job training indicates the level of on-the-job training that is typically needed to attain competency in the skills needed in that occupation. Occupations are classified into one of six categories:

- none;
- short-term on-the-job training (1 month or less);
- moderate-term on-the-job training (more than 1 month and up to 12 months);
- long-term on-the-job training (more than 12 months);
- apprenticeship;
- and internship/residency.

High Wage

Proposed Definitions

High-Wage Occupations have a median wage that is greater than or equal to the median wage across all occupations within the state. Wages are updated annually and available from the Occupational Employment and Wage Statistics (OEWS) program.

High-Wage Industries are industries at the two- or three-digit industry code that have an average weekly wage that is greater than or equal to the average weekly wage across all industries within the state. Wages are updated annually and available from the Quarterly Census of Employment and Wages (QCEW) program.

In Demand

Proposed Definitions

In-Demand Occupations meet both of the below two criteria:

1. Projected annual openings are greater than or equal to the openings of at least 75 percent of all occupations (i.e., in the top 25th percentile for openings) for the MSA or workforce region **and**
2. The projected percentage growth of employment in the occupation is higher than or equal to the average percentage growth for all occupations in the area.

In-Demand Occupations are determined by the New Mexico Department of Workforce Solutions (NMDWS) using ten-year employment projections produced by the Economic Research and Analysis (ER&A) Bureau. In-demand occupations are projected to have more job openings and have faster employment growth than most other occupations. In-demand occupations are unique to each region and consider local economic and employment needs. ER&A updates this list of occupations regularly and publishes it on the NMDWS and NMJobs website.

In-Demand Industries are industries identified as priority sectors in the NMDWS state plan for the federal Workforce Innovation and Opportunity (WIOA) Act and any other regional priority sectors identified through the state's Comprehensive Local Needs Assessment for Career and Technical Education (CTE), as required by the federal Perkins V CTE Act.