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Community College*

FY25 Workforce, Internship, and Apprenticeship GRO Appropriations Outcomes

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19

Higher Education Institutions

\$14.1

Million Invested in
New Mexico Students

224

Programs Supported

6,249

Students Served

35

Average Student Age

94%

Completion Rate



Executive Summary

In 2023, Governor Michelle Lujan Grisham and the Legislature established a \$60 million, three-year investment through the Government Results and Opportunity Expendable Trust (GRO) to expand workforce training opportunities across New Mexico. The Workforce GRO initiative provides tuition and support for students in workforce training courses, apprenticeships, and internships that are not eligible for traditional financial aid but lead to industry-recognized credentials or endorsements. Fiscal Year (FY) 2025 marked the first year of this effort, with \$20 million distributed to New Mexico's comprehensive universities, branch community colleges, and independent community colleges.

FY25 Outcomes

- **Funding Utilized:** Of the \$20 million available, higher education institutions expended \$14.1 million (71%). On average, awardees used 69% of their allocations.
- **Students and Programs:** More than 6,200 students were served across 224 programs, apprenticeships, and internships in high-demand workforce areas.
- **Completion Rates:** Statewide, programs supported by Workforce GRO achieved a 94% completion rate, reflecting strong student persistence and commitment.
- **Student Age:** The average age of participants was 35, underscoring significant demand among adult learners balancing education with work and family responsibilities. This mid-career profile is also linked to the Energy Transition Act (ETA), which accelerated the move away from coal and created demand for retraining in impacted regions such as San Juan County.

Key Findings

- **Alignment with Workforce Demand:** Programs were concentrated in transportation, healthcare, and construction/extraction—three of the most critical occupational areas in New Mexico's labor market. Commercial Driver License (CDL) training alone served more than 1,000 students, with a 91% completion rate.
- **Innovation in New Fields:** Higher education institutions piloted training in fiber optics and renewable energy technologies, achieving strong outcomes and preparing students for jobs critical to New Mexico's digital and clean energy infrastructure.
- **Institutional Responsiveness:** Where challenges were identified, higher education institutions adapted quickly, embedding tutoring, expanding computer skills support, and implementing early intervention strategies. These steps strengthen student persistence and demonstrate institutional capacity to adjust for success.



Recommendations

- **Utilize Full Capacity of Funding in FY26:** Maximize the \$20 million allocation to strengthen high-demand industries and expand into untapped and underserved fields.
- **Expand Workforce GRO to Integrated Education and Training (IET):** Extend eligibility to adult education students to improve persistence and build clearer pathways into postsecondary education and employment.
- **Support Women in Workforce Training:** Increase targeted outreach to expand participation by women in fields beyond healthcare, where they remain underrepresented.

Conclusion

FY25 was the pilot year of this \$60 million statewide investment. In its first year, Workforce GRO supported thousands of students and hundreds of programs, achieving exceptional completion rates. With two years of funding remaining, New Mexico has the opportunity to expand access, align programs even more closely with workforce needs, and make a lasting impact on the state's economy, communities, and future workforce.

Background

A total appropriation of \$60 million over a three-year period from the Government Results and Opportunity Expendable Trust (GRO) was appropriated during the 56th Legislature and approved by Governor Michelle Lujan Grisham for Fiscal Years (FY) 2025 through 2027. This funding is intended to support students in pursuing workforce training courses, apprenticeships, and internships at New Mexico’s public community colleges and regional universities offering these types of opportunities. Below are the language and requirements for reference from House Bill 2 (HB2):

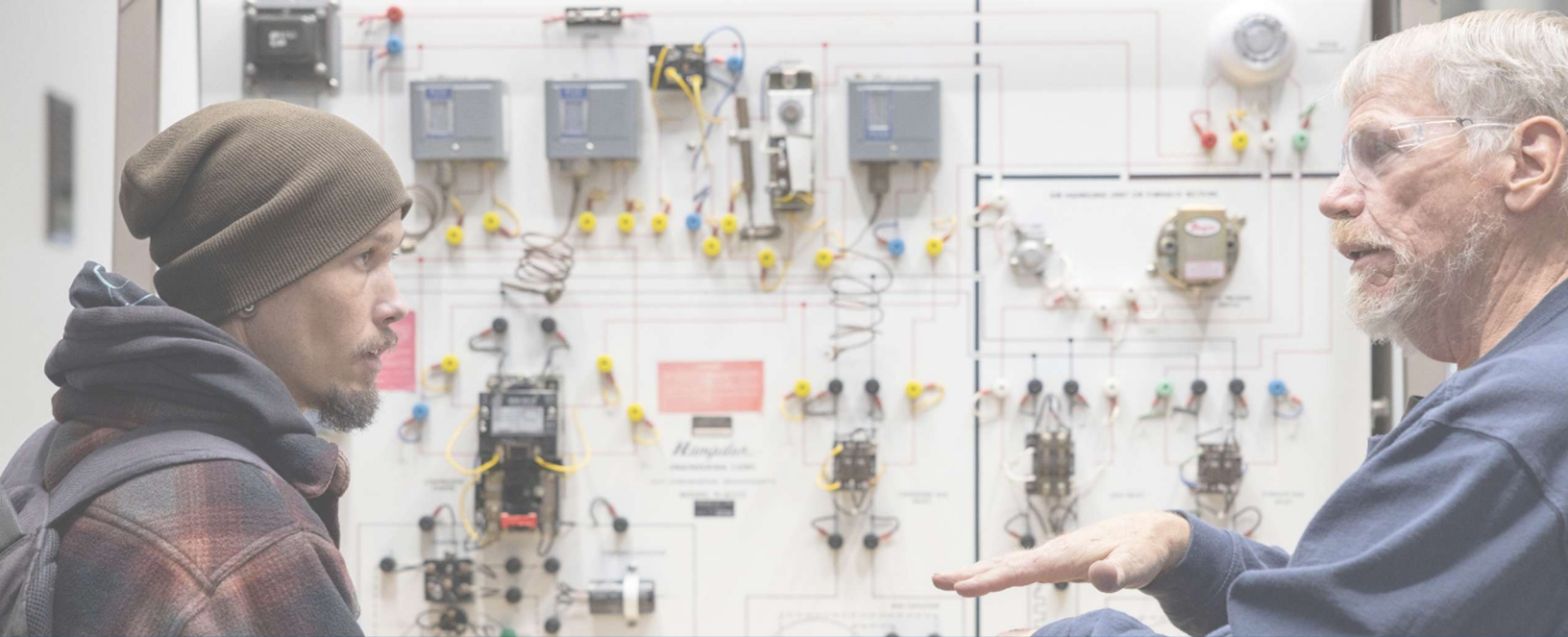
For New Mexico community colleges and regional universities to pay up to the full cost of student tuition and fees for workforce training courses not eligible for other financial aid that result in an industry-recognized credential or endorsement. This funding may also be used to subsidize costs of students involved in apprenticeships or internships. Higher education institutions shall submit an implementation plan to the Higher Education Department prior to receipt of funding and include identification of the types of certificates or credentials offered and the employers and industries eligible for internship and apprenticeship support.

In FY25, the New Mexico Higher Education Department distributed the first \$20 million using a formula based on existing data. The methodology accounted for each eligible higher education institution’s share of certificates and degrees awarded in high-need fields, the volume of student credit hours in those fields, and overall institutional capacity. Funding was available only to New Mexico’s comprehensive universities, branch community colleges, and independent community colleges.

As a condition of funding, higher education institutions submitted implementation plans identifying eligible training programs, apprenticeships, and internships not otherwise covered by financial aid. Funds could be used to support tuition, fees, and related student expenses for apprenticeships and internships. By July 30, 2025, colleges and universities were required to submit end-of-year reports detailing program outcomes, which form the basis of this report. The table below details the eligible higher education institutions, their sector, and their abbreviation that will be used throughout this report.

Table 1. Institutional sectors.

Sector	Higher Education Institutions
Comprehensive Universities	Eastern New Mexico University (ENMU); New Mexico Highlands University (NMHU); Northern New Mexico College (NNMC); Western New Mexico University (WNMU)
Branch Community Colleges	Eastern New Mexico University, Roswell campus (ENMU-RO); Eastern New Mexico University, Ruidoso campus (ENMU-RU); New Mexico State University, Alamogordo campus (NMSU-AL); New Mexico State University, Doña Ana campus (NMSU-DA); New Mexico State University, Grants campus (NMSU-GR); University of New Mexico, Gallup Campus (UNM-GA); University of New Mexico, Los Alamos campus (UNM-LA); University of New Mexico, Taos campus (UNM-TA); University of New Mexico, Valencia campus (UNM-VA)
Independent Community Colleges	Central New Mexico Community College (CNM); Clovis Community College (CCC); Luna Community College (LCC); Mesalands Community College (MCC); New Mexico Junior College (NMJC); Southeast New Mexico College (SENMCC); Santa Fe Community College (SFCC); San Juan College (SJC)



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Fiscal Year 2025 Expenditures

Table 2 shows the amount distributed to each higher education institution in FY25, the amount expended, and the percentage of the allocation utilized. It is important to note that higher education institutions also had separate FY25 federal workforce funding to expense; as a result, FY25 spending patterns may not reflect future years. These funds were distributed in October 2024. As such, some colleges and universities lacked the infrastructure needed to launch new noncredit programs immediately and spent much of the year building that capacity. This groundwork should position them to make fuller use of the funds in subsequent years.

Table 2. FY25 Workforce GRO Funding Distribution and Spending.

Institution	Amount Distributed	Amount Expended	Percentage Expended
Comprehensive Universities			
Eastern New Mexico University-Main Campus	\$1,303,000	\$1,303,000	100.00%
New Mexico Highlands University	\$1,263,000	\$1,259,201	99.70%
Northern New Mexico College	\$367,000	\$254,966	69.47%
Western New Mexico University	\$1,191,000	\$745,896	62.63%
Branch Community Colleges			
Eastern New Mexico University-Roswell	\$748,000	\$362,779	48.50%
Eastern New Mexico University-Ruidoso	\$200,000	\$200,000	100.00%
New Mexico State University-Alamogordo	\$200,000	\$0	0.00%
New Mexico State University-Doña Ana	\$1,752,000	\$1,722,011	98.29%
New Mexico State University-Grants	\$200,000	\$10,476	5.24%
University of New Mexico-Gallup	\$465,000	\$302,225	64.99%
University of New Mexico-Los Alamos	\$200,000	\$0	0.00%
University of New Mexico-Taos	\$200,000	\$180,295	90.15%
University of New Mexico-Valencia	\$268,000	\$11,085	4.14%
Independent Community Colleges			
Central New Mexico Community College	\$6,862,000	\$3,662,000	53.37%
Clovis Community College	\$742,000	\$621,255	83.73%
Luna Community College	\$242,000	\$242,000	100.00%
Mesalands Community College	\$304,000	\$304,000	100.00%
New Mexico Junior College	\$473,000	\$473,000	100.00%
San Juan College	\$1,745,000	\$1,183,733	67.84%
Santa Fe Community College	\$1,058,000	\$1,058,000	100.00%
Southeast New Mexico College	\$217,000	\$217,000	100.00%
Total	\$20,000,000	\$14,112,919	Average: 68.95%

Outcome Reporting Methodology

Per the New Mexico Higher Education Department's guidance, higher education institutions were required to submit end-of-year reports detailing program outcomes. To support this process, the agency provided a standardized reporting template on July 16, 2025, with submissions due by July 30, 2025.

The outcome reporting template required higher education institutions to provide the following information for each eligible program, internship, or apprenticeship:

- The title of the program, internship, or apprenticeship.
- The number of students served.
- The total expenditure.
- The completion rate, calculated as the percentage of students who began and successfully completed the program, internship, or apprenticeship.

If the higher education institutions had the information readily available, the agency requested the following data. Of the 19 participating colleges and universities, 16 submitted this optional information.

- The average age of the students served.
- The percentage of male students served.
- The percentage of completers attaining employment.

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Thousands Reached Through Workforce GRO Funding

In FY25, Workforce GRO funds supported 6,249 students enrolled in 224 programs across New Mexico’s higher education institutions — a significant investment in the state’s workforce pipeline. These students represent a wide range of training opportunities, from short-term certificates to longer-term career pathways, offered in communities across the state.

Central New Mexico Community College served the largest number of students at 2,121. Figures in Table 3 are closely tied to each higher education institution’s allocation amount, with larger awards enabling schools to reach more students. Higher education institutions receiving the minimum allocation naturally served smaller cohorts.

Statewide, the average number of students served per higher education institution was 329, underscoring the broad reach of GRO funding in providing education and training opportunities to thousands of New Mexicans.

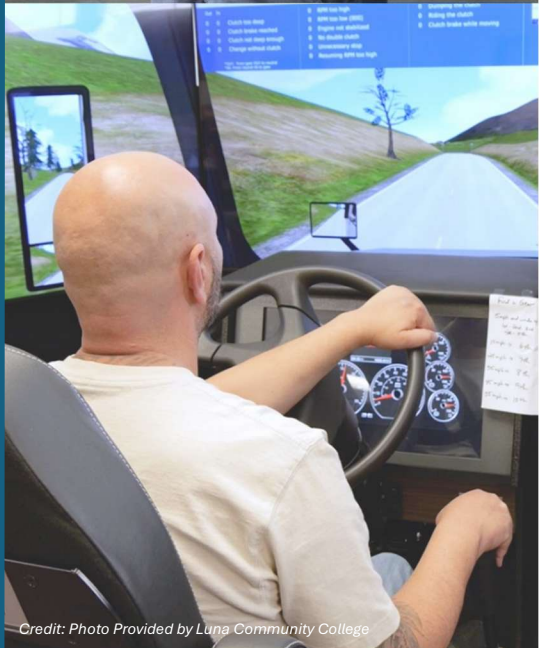
Table 3 illustrates the total number of students served at each college and university.

Table 3. Students Served at Each Higher Education Institution.

Institution	Students Served
Comprehensive Institutions	1,153
Eastern New Mexico University-Main Campus	383
New Mexico Highlands University	331
Northern New Mexico College	204
Western New Mexico University	235
Branch Community Colleges	1,084
Eastern New Mexico University-Roswell	322
Eastern New Mexico University-Ruidoso	96
New Mexico State University-Doña Ana	472
New Mexico State University-Grants	10
University of New Mexico-Gallup	79
University of New Mexico-Taos	75
University of New Mexico-Valencia	30
Independent Community Colleges	4,012
Central New Mexico Community College	2,121
Clovis Community College	271
Luna Community College	131
Mesalands Community College	48
New Mexico Junior College	286
San Juan College	643
Santa Fe Community College	452
Southeast New Mexico College	60
Total	6,249



Credit: Photo by Allison Shelley/Complete College Photo Library



Credit: Photo Provided by Luna Community College



Credit: Photo by Allison Shelley/Complete College Photo Library



Meeting the Needs of Learners Over 30

Of the 19 participating higher education institutions, 12 reported the average age of the students served. Across these higher education institutions, the average student age was 35, demonstrating that Workforce GRO programs are reaching and meeting the needs of students beyond the traditional college age of 18-24. Notably, 11 of the 12 higher education institutions reported an average student age above the traditional range.

These findings highlight the strong appeal of workforce training programs to nontraditional learners seeking to advance their careers or improve their quality of life. Although not originally targeted toward adult students, the data suggest high demand among older New Mexicans when tuition support and wraparound services are available. The flexible, career-focused design of these programs resonates with adults balancing work and family responsibilities. The mid-career age of many participants may also reflect the effects of the Energy Transition Act (ETA), which accelerated the shift from coal-based energy to renewables and especially impacted regions such as San Juan County. We expand on the potential impacts of the ETA in our conclusions.

The highest average age reported was 39 at New Mexico Highlands University, while the lowest was 24 at Southeast New Mexico College, which is still at the upper end of the traditional college-age bracket.

Figure 1 below illustrates the average student age for each higher education institution that reported this information.

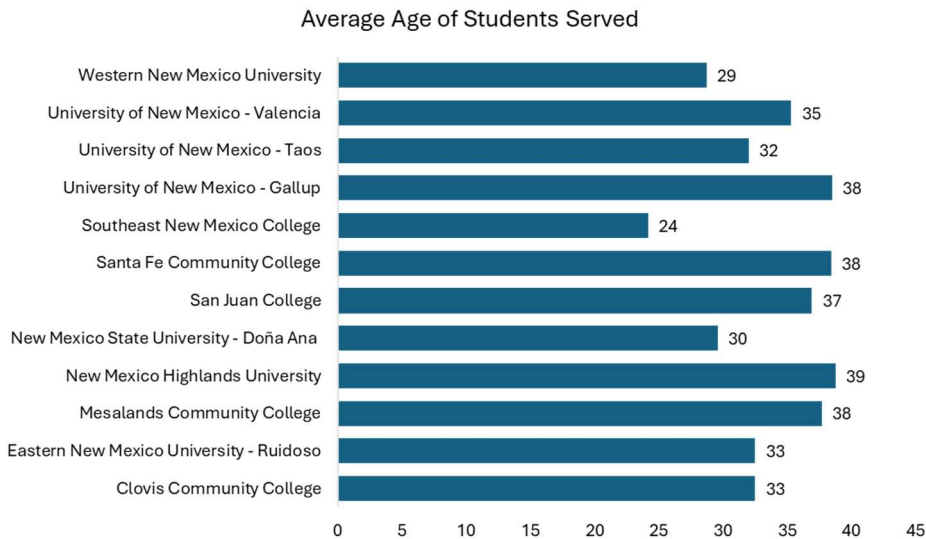


Figure 1. Average student age by higher education institution among those reporting, with a statewide average of 35 years.

Programs Offered in 18 High-Demand Workforce Areas

The New Mexico Department of Workforce Solutions identified 21 high-need workforce areas in the state—fields with significant demand for workers but an insufficient supply of qualified candidates. In FY25, Workforce GRO funding supported programs, internships, and apprenticeships in 18 of these areas.

Three fields tied for the highest representation, with 26 programs, apprenticeships, or internships offered in each: Transportation and Material Moving, Healthcare Practitioners and Technical Occupations, and Construction and Extraction. Transportation and Material Moving programs included Commercial Driver’s License (CDL) training, offered by 12 of the 19 participating higher education institutions and discussed in greater detail later in this report. Healthcare programs included phlebotomy, pharmacy technician, medical assisting, and emergency medical services, while Construction and Extraction encompassed apprenticeships in welding and courses in HVAC, asbestos work, plumbing, and other skilled trades.

By contrast, the least common program areas in FY25 were Personal Care and Service and Life, Physical, and Social Sciences. In the Personal Care and Service category, only cosmetology was offered this year, though fields such as home care remain critical areas for potential expansion. In the Life, Physical, and Social Sciences, offerings included an anthropology internship (serving 2 students), an IC3 certification in digital literacy (serving 12), an agricultural internship (serving 1), and communications and journalism internships (serving 2). While smaller in scale, these programs demonstrate the breadth of workforce preparation possible through this initiative and point to opportunities for further growth.

Table 4 highlights the number of programs, internships, and apprenticeships offered in each field, along with the total number of students served. A full list of programs supported by FY25 Workforce GRO Funding, sorted by field, is included in the appendix.

Table 4. Programs, internships, or apprenticeships offered, and the number of students served, sorted by field.

Field	Count of Programs, Internships, or Apprenticeships Offered	Total Students Served
Apprenticeships*	1	6
Personal Care and Service	1	16
Life, Physical, and Social Science	4	17
Office and Administrative Support	8	58
Production	2	79
Protective Service	4	92
Food Preparation	4	103
Arts, Design, and Entertainment	8	126
Architecture and Engineering	14	142
Education and Library	7	155
Healthcare Support	5	175
Management	11	175
Internships*	7	259
Installation and Maintenance	22	447
Computer and Math	22	473
Healthcare Practitioner and Technician	26	545
Community and Social Services	9	550
Construction and Extraction	26	649
Business and Financial Operations	17	1,033
Transportation and Material Moving	26	1,149

*Instances where a higher education institution did not report the specific internship or apprenticeship in their outcome report but reported general internships or apprenticeships.

Commercial Driver License (CDL) Training

The New Mexico Department of Workforce Solutions ranks Heavy and Tractor-Trailer Drivers as the occupation with the most annual openings among jobs requiring a postsecondary nondegree award or some college but no degree. Statewide, it ranks fourteenth among all occupations. This demand highlights the value of a Commercial Driver's License (CDL) in New Mexico's labor market—a need FY25 Workforce GRO funding helped address, particularly for students over age 30.

Heavy and tractor-trailer driving is one of many careers requiring a CDL. Other roles include tanker and delivery drivers, owner-operators, bus drivers (school, city, tour), fire truck operators, tow truck drivers, livestock transporters, and hazardous materials (HazMat) transporters. Collectively, these occupations drive strong, ongoing demand for CDL-qualified workers—a gap FY25 Workforce GRO funding directly supported.

Of the 19 participating higher education institutions, 12 offered CDL programs, investing \$3,766,272. These programs served 1,014 students, achieved a 93% completion rate, and accounted for 22% of all FY25 Workforce GRO-funded programs. Table 5 provides institution-specific details on CDL training supported by GRO.

16%

of all students supported were enrolled in CDL programs.

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Table 5. CDL training supported by FY25 Workforce Training GRO.

Institution	Program Title	Students Served	Expenditure	Completion Rate
Comprehensive Universities				
Northern New Mexico College	CDL Permit	29	\$1,000	100.00%
Branch Community Colleges				
Eastern New Mexico University – Roswell	CDL Training	15	\$49,155	100.00%
Eastern New Mexico University – Roswell	Behind the Wheel Training	6	\$7,540	100.00%
Eastern New Mexico University – Ruidoso	CDL	55	\$109,800	100.00%
New Mexico State University – Doña Ana	Commercial Driver's License	158	\$663,071	84.00%
University of New Mexico – Gallup	CDL Class A	56	\$179,200	64.30%
University of New Mexico – Gallup	CDL Class B	8	\$19,200	75.00%
University of New Mexico – Taos	CDL Class B	4	\$8,000	100.00%
University of New Mexico – Taos	CDL Class B	1	\$2,000	100.00%
University of New Mexico – Taos	CDL Class A	10	\$40,000	90.00%
Independent Community Colleges				
Central New Mexico Community College	CDL Class A	157	\$780,600	100.00%
Central New Mexico Community College	CDL Class B	16	\$42,200	100.00%
Central New Mexico Community College	CDL Passenger Endorsement	5	\$16,500	100.00%
Central New Mexico Community College	CDL Refresher	7	\$15,800	100.00%
Central New Mexico Community College	CDL Skills Exam	1	\$250	100.00%
Central New Mexico Community College	CDL Theory	178	\$352,660	100.00%
Clovis Community College	CDL Class A	140	\$590,230	93.79%
Luna Community College	CDL	48	\$131,806	64.60%
New Mexico Junior College	CDL 1 Week	9	\$14,400	--
New Mexico Junior College	CDL 2 Week	50	\$120,825	100.00%
San Juan College	CDL	1	\$3,055	100.00%
Southeast New Mexico College	CDL	60	\$614,980	90.30%
Total	---	1,014	\$3,766,272	Avg: 93.43%

Interagency Partnership for Workforce Development

In 2024, the New Mexico Department of Workforce Solutions partnered with the New Mexico Department of Transportation to advance the Industry Credential Pipeline (ICP) Program, creating pathways for job seekers to enter high-demand careers in the transportation industry. The ICP Program is an innovative workforce development initiative that combines hands-on training with industry-recognized certifications to build a skilled, job-ready, and resilient workforce.

To address statewide workforce shortages in Commercial Driver License (CDL) holders and heavy equipment operators, the Department of Workforce Solutions and the Department of Transportation partnered with Central New Mexico Community College Ingenuity. This collaboration prepared students for in-demand roles by integrating on-the-job learning with credentialing opportunities.

Through this three-agency partnership, students will earn multiple certifications, including Heavy Equipment Operation, OSHA-10, Flagger Certification, Traffic Control Certification, Vehicle Preventative Maintenance, and CDL. Program funding also covered CDL licensing and required medical examination fees. To further ensure student success, wraparound support services—including tools, boots, clothing, and housing—were provided by the Department of Workforce Solutions.

At program completion, students are guaranteed full-time employment with the New Mexico Department of Transportation, starting at \$21.08 per hour. This initiative highlights the impact of interagency collaboration supported by Workforce GRO funds, which covered 100% of tuition, fees, and CDL-related expenses. This program is ongoing.

NEW MEXICO
HIGHER EDUCATION
DEPARTMENT



Fostering Student Success from Cradle to Career



New Mexico DEPARTMENT OF
TRANSPORTATION
MOBILITY FOR EVERYONE

CNM In^genuity, Inc.



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Bringing Fiber Optics to New Mexico

Fiber optic expansion is transforming connectivity in New Mexico, bringing high-speed internet to even the most remote communities. From small mountain towns to remote farming areas, this infrastructure is closing the digital gap and enabling greater access to education, healthcare, and economic opportunity for residents across the state.

Santa Fe Community College and the University of New Mexico-Taos are leading the effort in higher education, using FY25 Workforce GRO funds to support training in fiber optic installation. Together, they invested \$356,968 to train 151 students, achieving a 100% completion rate.

In future years, these results may encourage other higher education institutions to offer fiber optic training, further strengthening the state's digital infrastructure and extending connectivity to underserved areas.

Table 6 lists the fiber optic programs and courses offered by Santa Fe Community College and the University of New Mexico – Taos.

Table 6. Fiber Optic Training supported by FY25 Workforce GRO funding.

Institution	Program Title	Students Served	Expenditure
Santa Fe Community College			
	Fiber Optic Tech Series 2/3-2/7	19	\$49,199
	Fiber Optic Tech Series (Santa Fe)	29	\$69,449
	Fiber Optic Tech Series (Artesia)	21	\$74,697
	Fiber to the Home Specialist	34	\$37,074
	Fiber to the Home Specialist	7	\$16,149
University of New Mexico – Taos			
	Fiber Optic Training-1	13	\$39,000
	Fiber Optic Training-2	20	\$60,000
	Fiber Optic Training-3	1	\$3,000
	Fiber Optic-Home	7	\$8,400
Total		151	\$356,968



Environmental and Emergency Preparedness

New Mexico's environment spans strikingly different landscapes. This diversity demands a workforce prepared to address equally diverse environmental and safety needs. In FY25, Workforce GRO funds met this challenge, supporting programs in renewable energy, sustainable agriculture, environmental conservation, wildfire firefighting, and first responder training. These initiatives not only prepare New Mexicans for jobs tied directly to the state's climate and natural resources but also strengthen our ability to respond to both long-term sustainability goals and urgent environmental threats.

Fifteen higher education institutions put FY25 Workforce GRO funding to work in 25 programs serving 619 students—preparing them to ensure the safety of our electrical grid, handle hazardous materials, fight wildfires, and even maintain wind turbines high above New Mexico's landscapes. In total, \$1.18 million was invested in these efforts, resulting in an 88% completion rate. These programs are building a skilled workforce that will keep New Mexico's communities safe, resilient, and ready for the future.

Table 7 details each program by higher education institution.

Table 7. Environmental and Emergency Preparedness Training Supported by FY25 Workforce GRO Funds.

Institution	Program Title	Students Served	Expenditure	Completion Rate
Comprehensive Universities		79	\$76,501	100%
Eastern New Mexico University-Main Campus	Agriculture/AG 489 Internship	1	\$2,400	100.00%
Northern New Mexico College	Electric Lineman	21	\$27,127	100.00%
Northern New Mexico College	Electrical/Interim Credentials	9	\$34,760	100.00%
Northern New Mexico College	Wildfire Fighting IET	48	\$12,214	100.00%
Branch Community Colleges				
Eastern New Mexico University-Roswell	Asbestos Worker	12	\$5,579	100.00%
Eastern New Mexico University-Roswell	Asbestos Inspector	8	\$12,941	100.00%
Eastern New Mexico University-Roswell	Fulkerson Journeyman Training and Upskilling	7	\$8,935	90.00%
New Mexico State University-Doña Ana	Emergency Medical Technician - Basic	50	\$85,113	In progress
New Mexico State University-Doña Ana	Emergency Medical Technician – Inter.	26	\$34,063	In progress
New Mexico State University-Doña Ana	First Responder	20	\$13,000	In progress
New Mexico State University-Doña Ana	Hazardous Materials	25	\$1,875	100.00%
New Mexico State University-Doña Ana	Soldering Certifications	14	\$2,428	100.00%
New Mexico State University-Doña Ana	Welding Fundamentals Internship	15	\$75,450	100.00%
University of New Mexico-Gallup	Solar Technician Certificate	15	\$89,100	---
University of New Mexico-Taos	Emergency Responder	13	\$18,145	62.00%
Independent Community Colleges				
Central New Mexico Community College	Electric Lineworker	16	\$143,184	32.00%
Central New Mexico Community College	Electric Vehicle Safety Foundations	117	\$101,361	0.00%
Luna Community College	Welding	30	\$65,400	---
Mesalands Community College	Wind Turbine Technician Certification	32	\$272,000	98.00%
New Mexico Junior College	Emergency Medical Training	5	\$7,200	100.00%
New Mexico Junior College	Lease Pumper	54	\$75,600	96.30%
Santa Fe Community College	Cold Climate Air Source Heat Pump	17	\$14,381	88.00%
Santa Fe Community College	Hybrid/Electric Vehicle Operations Bootcamp	17	\$33,552	88.00%
Total	---	619	\$1,180,663	Avg: 87.79%

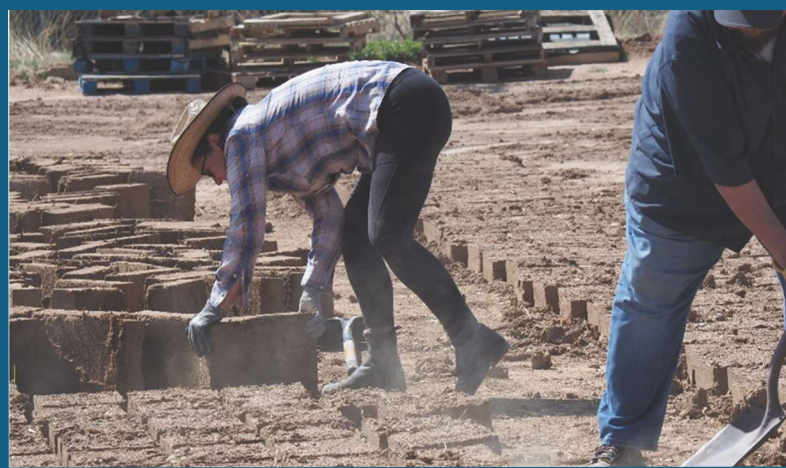
Preserving Heritage at Luna Community College

Adobe homes are central to New Mexico's heritage and a historic sustainable building material. Luna Community College used its FY25 Workforce GRO funds to support two modules of the course "Preserving Heritage: Adobe Model Home." Collaborating with Cornerstones Community Partnerships, the college offered an adobe construction class in Spring 2025 that highlighted both the environmental benefits and cultural significance of adobe building.

As part of the course, students constructed a 750-square-foot, fire-resistant solar adobe home on the Luna Community College campus. By the program's conclusion on August 1, 2025, students had earned a certificate of completion and gained hands-on experience in adobe mud mixing, brick laying, and traditional construction techniques. Beyond technical training, the program underscored the sustainability and resilience of adobe homes, from their natural insulation properties to the integration of solar technology. Students not only walked away with new skills, but also with a deeper appreciation for maintaining cultural traditions while advancing environmentally responsible construction practices. Workforce GRO funding is not only preparing students for meaningful careers but also ensuring that New Mexico's building traditions are carried forward for generations to come.

The first Workforce GRO-funded module enrolled 13 students, all of whom completed the program, while the second module enrolled 14 students, also achieving a 100% completion rate.

Credit: Photos by Barb Odell



Statewide Completion Rate Averages 94%

In FY25, the statewide completion rate for programs, internships, and apprenticeships was 94%. These figures suggest that students in Workforce GRO-funded opportunities are highly motivated and committed to finishing what they start.

Western New Mexico University achieved the highest completion rate at 100%, meaning every student who began a program or course successfully completed it. Eastern New Mexico University-Main Campus and Eastern New Mexico University-Roswell both reported completion rates of 99%, while Clovis Community College and Santa Fe Community College each reached 97%.

The University of New Mexico-Gallup and New Mexico State University-Grants reported the lowest completion rates at 70%. Although completion rates varied by higher education institution and programs offered, the overall trend reflects strong student persistence and dedication to achieving their goals.

Table 8 below illustrates the percentage completion rate by higher education institution.

Table 8. Workforce GRO-Funded Program, Internship, and Apprenticeship Completion Rate by Institution.

Institution	Completion Rate
Comprehensive Institutions	99.13%
Eastern New Mexico University-Main Campus	99.72%
New Mexico Highlands University	97.75%
Northern New Mexico College	97.78%
Western New Mexico University	100.00%
Branch Community Colleges	92.39%
Eastern New Mexico University-Roswell	99.62%
Eastern New Mexico University-Ruidoso	93.90%
New Mexico State University-Doña Ana	85.00%
New Mexico State University-Grants	70.00%
University of New Mexico-Gallup	69.65%
University of New Mexico-Taos	94.67%
University of New Mexico-Valencia	80.00%
Independent Community Colleges	92.64%
Central New Mexico Community College	90.69%
Clovis Community College	98.76%
Luna Community College	90.06%
Mesalands Community College	82.67%
New Mexico Junior College	91.30%
San Juan College	81.67%
Santa Fe Community College	97.69%
Southeast New Mexico College	90.30%
Average	93.81%

Recommendations

Recommendation 1: Utilize Full Capacity of Funding in FY26

Of the \$20 million distributed to higher education institutions in FY25, \$14,112,919 was utilized—71% of available funding. On average, colleges and universities used 69% of their allocation, with New Mexico State University-Alamogordo and the University of New Mexico-Los Alamos not using any funds. Now that the pilot year is complete, higher education institutions better understand their capacity as well as the successes and challenges tied to this funding. Several higher education institutions requested less than their allocation for FY26, recognizing their limits and allowing the New Mexico Higher Education Department to reallocate funds to campuses that fully used their FY25 awards. As with many new initiatives, the first year involved some growing pains as colleges and universities worked through internal processes and figured out how best to manage and deploy these funds.

By ensuring the full \$20 million is invested in FY26, we will see even greater returns for New Mexico — expanding the state’s workforce, strengthening industries already in demand, and building new pathways in fields that remain both untapped and underserved.

Recommendation 2: Workforce GRO for Integrated Education and Training (IET)

The findings of this report show that the average age of students served by FY25 Workforce GRO funding was 35. This is notable given that the funding guidelines and much of the higher education institutions’ marketing were not directed toward this age group.

This indicates strong demand for workforce training and career pathways among older New Mexicans when tuition support and wraparound services are available. It also suggests that adult education students could benefit from full access to Workforce GRO to support participation in the workforce training component of integrated education and training (IET) programs. Adult education learners are individuals working toward foundational skills such as high school equivalency, English language acquisition, or basic literacy and numeracy, which distinguishes them from returning adult learners who already hold a diploma or degree and are re-entering postsecondary education later in life. In this way, the initiative represents a reimagining of Workforce GRO as a tool not only for traditional postsecondary students but also for adult learners seeking career advancement.

Looking ahead, expanding Workforce GRO access to IET programs would allow higher education institutions to serve adult learners better, improve persistence and completion, and create clearer pathways into further postsecondary education and the state’s workforce.

Recommendation 3: Support for Women in Workforce Training

Higher education institutions had the option to report the percentage of male students served by FY25 Workforce GRO funding. While reporting was optional and therefore incomplete, the available data suggest that the majority of students served were male. When healthcare fields are excluded, the number of women participating in Workforce GRO-funded programs decreases substantially.

In future years, higher education institutions should consider targeted outreach and marketing to women in addition to reviewing the culture and climate of the programs, highlighting opportunities across a range of fields and reinforcing that Workforce GRO programs are open and available to all.

Conclusions

New Mexico's comprehensive universities, branch community colleges, and independent community colleges are playing a central role in statewide workforce preparation, particularly in high-need areas. At the same time, it is important to recognize that workforce needs are broad and evolving and cannot be fully captured by a narrow set of definitions. As part of legislative efforts to strengthen New Mexico's workforce, the agency was tasked with distributing \$20 million in FY25. Higher education institutions put this funding to work, serving more than 6,000 students across 224 programs. These programs achieved a 93% completion rate, with colleges and universities using the funds in ways that were student-centered and designed to support success.

This funding also unintentionally supported returning adult learners, as the average student age was 35. These students reflect the realities of New Mexico's shifting workforce landscape, particularly in regions impacted by the Energy Transition Act (ETA). The ETA has accelerated the move away from coal and created a need for retraining among dislocated, mid-career workers. As a result, many students gravitated toward programs that offered clear pathways into emerging industries. In some cases, this meant enrolling in fiber optics training, which connects directly to ETA-driven priorities like grid modernization and the technical demands of the state's transition to renewable energy.

FY25 represented only the pilot year of this \$60 million, three-year investment in workforce training through the Government Results and Opportunity (GRO) Expendable Trust. Even in its first year, the funding supported thousands of students, hundreds of programs, and achieved strong completion rates. With two years of funding still ahead, the potential impact is substantial. By building on the lessons of FY25, New Mexico's higher education institutions are well-positioned to expand opportunities, strengthen alignment with workforce needs, and make a lasting contribution to the state's economic future.

Appendix A. Full List of Programs, Apprenticeships, and Internships Supported by FY25 Workforce GRO Funding

Institution Name	Program, Apprenticeship, Internship Title	Students Served	Expenditure	Completion Rate
Comprehensive Universities				
Eastern New Mexico University-Main	Anthropology/ANTH 510 Internships in Applied Anthropology	2	\$2,510	100.00%
Eastern New Mexico University-Main	Agriculture/AG 489 Internships	1	\$2,400	100.00%
Eastern New Mexico University-Main	Arts/Art 489 Internships in Art	2	\$4,800	100.00%
Eastern New Mexico University-Main	Business/BUS 489, MGMT 489, MKTG 489 Internships	4	\$10,430	100.00%
Eastern New Mexico University-Main	Culinary Arts/CA 496 Culinary Arts Internships	1	\$4,800	100.00%
Eastern New Mexico University-Main	Communication/COMM 360 Journalism/Public Relations Practicums	2	\$4,320	100.00%
Eastern New Mexico University-Main	Communication Disorders/CDIS 501, 502, 505, & 589 Practicums and Internships	126	\$545,300	100.00%
Eastern New Mexico University-Main	Criminal Justice/CJUS 489 Internship	11	\$30,000	100.00%
Eastern New Mexico University-Main	Counseling/COUN 598 Internship	42	\$189,000	100.00%
Eastern New Mexico University-Main	Computer Science/CS 488 Cooperative Education	2	\$4,910	100.00%
Eastern New Mexico University-Main	Digital Film/FDMC 489 Internship	7	\$14,402	100.00%
Eastern New Mexico University-Main	Electronics Engineering Technology/EET 489 Industrial Internship	2	\$5,020	100.00%
Eastern New Mexico University-Main	Health and Physical Education/HPE 489 Internship in HPE	18	\$42,192	100.00%
Eastern New Mexico University-Main	Nursing BSN/NURS 415, 425 Practicums	68	\$131,100	100.00%
Eastern New Mexico University-Main	Nursing MSN/NURS 544 Clinical Capstone	20	\$44,700	95.00%
Eastern New Mexico University-Main	Social Work BSW/SOWK 455, 465 Field Placement	53	\$193,920	100.00%
Eastern New Mexico University-Main	Social Work MSW/SOWK 588, 597 Field Education	21	\$75,600	100.00%
Eastern New Mexico University-Main	Theatre/THEA 496 Theatre Internship	1	\$975	100.00%
New Mexico Highlands University	Counseling Internship	70	\$320,980	97.00%
New Mexico Highlands University	Educational Leadership Internship	19	\$39,826	95.00%
New Mexico Highlands University	Nurse Practitioner Internship	27	\$74,202	100.00%
New Mexico Highlands University	Social Work Internship	215	\$824,191	99.00%
Northern New Mexico College	Plumbing/MC3 IET	18	\$33,919	80.00%
Northern New Mexico College	Electrical/Interim Credentials	9	\$34,759	100.00%
Northern New Mexico College	Wildfire Fighting IET	48	\$12,214	100.00%
Northern New Mexico College	CDL Permit	29	\$1,000	100.00%
Northern New Mexico College	Electrical Lineman	21	\$27,126	100.00%
Northern New Mexico College	Welding	40	\$39,059	100.00%
Northern New Mexico College	Carpentry	8	\$23,659	100.00%
Northern New Mexico College	HVAC	9	\$23,853	100.00%
Northern New Mexico College	Workplace Internships	22	\$59,372	100.00%
Western New Mexico University	Bachelor's in Social Work	24	\$105,000	100.00%
Western New Mexico University	Master's in Social Work	61	\$291,500	100.00%
Western New Mexico University	Nursing	51	\$132,500	100.00%
Western New Mexico University	Education K-12	21	\$52,500	100.00%
Western New Mexico University	Education – alt. license	23	\$57,500	100.00%
Western New Mexico University	Counseling	34	\$106,000	100.00%

Institution Name	Program, Apprenticeship, Internship Title	Students Served	Expenditure	Completion Rate
Western New Mexico University	Certified Nursing Assistant	9	\$13,236	100.00%
Western New Mexico University	Phlebotomy	12	\$17,305	100.00%
Branch Community Colleges				
Eastern New Mexico University-Roswell	Airbus A319/A320/A321 General Familiarization	10	\$2,970	100.00%
Eastern New Mexico University-Roswell	Airbus A319/A320/A321 Differences General Familiarization	10	\$2,970	100.00%
Eastern New Mexico University-Roswell	Women in Automotive Small Engines	18	\$4,719	100.00%
Eastern New Mexico University-Roswell	Automotive Torque Class	4	\$1,482	100.00%
Eastern New Mexico University-Roswell	CDL Training	15	\$49,155	100.00%
Eastern New Mexico University-Roswell	Backhoe	2	\$3,940	100.00%
Eastern New Mexico University-Roswell	Asbestos Inspector	8	\$12,941	100.00%
Eastern New Mexico University-Roswell	Respiratory Fit Class	1	\$185	100.00%
Eastern New Mexico University-Roswell	Advance Blade Class	3	\$4,540	100.00%
Eastern New Mexico University-Roswell	Asbestos Worker	12	\$5,579	100.00%
Eastern New Mexico University-Roswell	CDL Behind the Wheel Training	6	\$7,540	100.00%
Eastern New Mexico University-Roswell	Dart Drones Test Preparation 2/11 – 2/13/2025	21	\$12,350	100.00%
Eastern New Mexico University-Roswell	Dart Drones Test Preparation 4/8 – 4/10/25	17	\$12,350	100.00%
Eastern New Mexico University-Roswell	Fulkerson Journeyman Training and Upskilling	7	\$8,935	90.00%
Eastern New Mexico University-Roswell	Roswell Realtors Anatomy of a Purchase Contract and Core 2025	13	\$2,500	100.00%
Eastern New Mexico University-Roswell	Roswell Realtors Ethics and Fair Housing	7	\$1,200	100.00%
Eastern New Mexico University-Roswell	Roswell Realtors Disclosures and Inspections Class	5	\$1,200	100.00%
Eastern New Mexico University-Roswell	Roswell Realtors Due Diligence Class	3	\$1,200	100.00%
Eastern New Mexico University-Roswell	Wings for Life Behavioral Health for Educators	11	\$18,700	100.00%
Eastern New Mexico University-Roswell	Wings for Life Collaborating with Families, Literacy, and Self-Care	30	\$18,700	100.00%
Eastern New Mexico University-Roswell	EMSRX Difficult Airway Course 5/31 – 6/1/2025	24	\$21,000	100.00%
Eastern New Mexico University-Roswell	EMSRX Difficult Airway Course 6/21 – 6/22/2025	24	\$21,000	100.00%
Eastern New Mexico University-Roswell	Risorsa Critical Care Class	18	\$24,500	100.00%
Eastern New Mexico University-Roswell	Risorsa Pediatric Airway Class	18	\$15,000	100.00%
Eastern New Mexico University-Roswell	Clinic Travel Reimbursement	25	\$75,000	100.00%
Eastern New Mexico University-Roswell	Nursing Internship Program	10	\$33,120	100.00%
Eastern New Mexico University-Ruidoso	CDL	55	\$109,800	100.00%
Eastern New Mexico University-Ruidoso	Child Development Certificate	41	\$90,200	87.80%
New Mexico State University-Doña Ana	Commercial Driver License	158	\$663,071	84.00%
New Mexico State University-Doña Ana	First Responder	20	\$13,000	In progress
New Mexico State University-Doña Ana	Certified Forklift Operator	56	\$7,200	95.00%
New Mexico State University-Doña Ana	Emergency Medical Technician – Basic	50	\$85,133	In progress
New Mexico State University-Doña Ana	Emergency Medical Technician – Inter.	26	\$34,063	In progress
New Mexico State University-Doña Ana	Hazardous Materials	25	\$1,875	100.00%
New Mexico State University-Doña Ana	Certified Nursing Assistant	29	\$31,010	93.00%
New Mexico State University-Doña Ana	Welding Fundamentals and Internship	15	\$75,450	100.00%
New Mexico State University-Doña Ana	Junior Industrial Careers Academy (Summer Bridge Program)	24	\$138,000	96.00%
New Mexico State University-Doña Ana	Las Montañas Bridge Program	10	\$47,000	100.00%

Institution Name	Program, Apprenticeship, Internship Title	Students Served	Expenditure	Completion Rate
New Mexico State University-Doña Ana	Pharmacy Technician Internship	6	\$4,320	17.00%
New Mexico State University-Doña Ana	Soldering Certification	14	\$2,428	100.00%
New Mexico State University-Doña Ana	Applied 3D Materials	2	\$1,900	50.00%
New Mexico State University-Doña Ana	Program Development	---	\$573,134	---
New Mexico State University-Grants	Computer Technology	10	\$10,476	70.00%
University of New Mexico-Gallup	Solar Technician Certificate	15	\$89,100	---
University of New Mexico-Gallup	CDL Class A	56	\$179,200	64.30%
University of New Mexico-Gallup	CDL Class B	8	\$19,200	75.00%
University of New Mexico-Taos	Fiber Optic Training – 1	13	\$39,000	100.00%
University of New Mexico-Taos	Fiber Optic Training – 2	20	\$60,000	100.00%
University of New Mexico-Taos	Fiber Optic 3	1	\$3,000	100.00%
University of New Mexico-Taos	Fiber Optic – Home	7	\$8,400	100.00%
University of New Mexico-Taos	CDL Class B	4	\$8,000	100.00%
University of New Mexico-Taos	CDL Class B	1	\$2,000	100.00%
University of New Mexico-Taos	CDL Class A	10	\$40,000	90.00%
University of New Mexico-Taos	Emergency Responder	13	\$18,145	62.00%
University of New Mexico-Taos	CPR/First Aid	6	\$1,500	100.00%
University of New Mexico-Valencia	Basic Bookkeeping	7	\$1,750	100.00%
University of New Mexico-Valencia	Computer Basics	7	\$1,050	In progress
University of New Mexico-Valencia	Construction Technology: Blueprint Reading	2	\$1,310	50.00%
University of New Mexico-Valencia	Construction Technology: Layout and Framing	1	\$655	100.00%
University of New Mexico-Valencia	Cybersecurity Fundamentals	2	\$1,000	50.00%
University of New Mexico-Valencia	OSHA 10 Certification	4	\$1,120	100.00%
University of New Mexico-Valencia	Project Management	7	\$4,200	In progress
Independent Community Colleges				
Central New Mexico Community College	FUSE: 3D Printing	40	\$4,340	83.00%
Central New Mexico Community College	FUSE: Digital Fabrication	115	\$12,855	88.00%
Central New Mexico Community College	FUSE: Metal Fabrication	67	\$7,773	88.00%
Central New Mexico Community College	FUSE: Print & Design	107	\$12,843	90.00%
Central New Mexico Community College	FUSE: Woodshop	58	\$6,382	85.00%
Central New Mexico Community College	Advanced Coaching	6	\$2,394	100.00%
Central New Mexico Community College	Basic Excel Training	5	\$2,395	80.00%
Central New Mexico Community College	CDL Class A	157	\$780,600	97.00%
Central New Mexico Community College	CDL Class B	16	\$46,200	100.00%
Central New Mexico Community College	CDL Passenger Endorsement	5	\$16,500	100.00%
Central New Mexico Community College	CDL Refresher	7	\$15,800	100.00%
Central New Mexico Community College	CDL Skills Exam	1	\$250	100.00%
Central New Mexico Community College	CDL Theory	178	\$352,660	100.00%
Central New Mexico Community College	Coach 2.0	10	\$9,989	100.00%
Central New Mexico Community College	Coaching Essentials	27	\$26,536	100.00%
Central New Mexico Community College	Culinary	27	\$56,114	86.00%
Central New Mexico Community College	Deep Dive Data Science	14	\$140,246	100.00%
Central New Mexico Community College	Deep Dive Data Science for Business Leaders	13	\$6,487	100.00%
Central New Mexico Community College	Deep Dive Digital Media	23	\$255,301	90.00%
Central New Mexico Community College	Deep Dive Full Stack	12	\$121,691	100.00%
Central New Mexico Community College	Deep Dive Intro to Game Design and Development	11	\$32,945	91.00%
Central New Mexico Community College	Deep Dive iot Coding and Hardware Design	14	\$144,036	100.00%
Central New Mexico Community College	Deep Dive Java + Android	6	\$65,970	100.00%
Central New Mexico Community College	Deep Dive UX/UI Design	10	\$40,390	100.00%

Institution Name	Program, Apprenticeship, Internship Title	Students Served	Expenditure	Completion Rate
Central New Mexico Community College	Electric Lineworker	16	\$143,184	58.00%
Central New Mexico Community College	Electric Vehicle Safety Foundations	117	\$101,361	100.00%
Central New Mexico Community College	Employability Training	66	\$26,334	100.00%
Central New Mexico Community College	Financial Coach Training	21	\$33,419	100.00%
Central New Mexico Community College	Flexible Endoscope Reprocessing	9	\$4,491	100.00%
Central New Mexico Community College	IPC 60 & J Standard (Electronics Soldering)	12	\$24,558	100.00%
Central New Mexico Community College	IT Professional	281	\$423,324	87.00%
Central New Mexico Community College	Leadership Academy	7	\$997	100.00%
Central New Mexico Community College	Lean Performance Excellence for Main Street: Streamline your Small Business	15	\$11,685	87.00%
Central New Mexico Community College	LPI Linux Essentials Certification Training	2	\$2,598	100.00%
Central New Mexico Community College	Medical Transcription Editor	1	\$3,799	In progress
Central New Mexico Community College	NM MEP Lean Essentials (Principles of Manufacturing)	23	\$13,225	100.00%
Central New Mexico Community College	Professional Medical Coding and Billing	21	\$77,679	In progress
Central New Mexico Community College	Professional Skills Academy	12	\$1,905	50.00%
Central New Mexico Community College	Project Management Professional	57	\$136,822	98.00%
Central New Mexico Community College	Real Estate	331	\$86,430	73.00%
Central New Mexico Community College	Salesforce Administrator	22	\$64,478	In progress
Central New Mexico Community College	ServiceNow System Administrator Coures	14	\$43,485	50.00%
Central New Mexico Community College	Set Decorator and Shopper Training	28	\$5,395	100.00%
Central New Mexico Community College	Technical Interview Skills	8	\$3,992	100.00%
Central New Mexico Community College	Viva Vino Wine Bootcamp	12	\$30,000	100.00%
Central New Mexico Community College	Employer Contracted Internships	23	\$41,649	In progress
Central New Mexico Community College	Dual Credit Internships	11	\$9,424	73.00%
Central New Mexico Community College	Micro Internships	31	\$26,100	100.00%
Clovis Community College	CDL A	140	\$590,230	93.79%
Clovis Community College	Registered Behavior Technician	18	\$14,400	100.00%
Clovis Community College	Food Safety Management	11	\$1,650	100.00%
Clovis Community College	Cosmetology	16	\$9,200	100.00%
Clovis Community College	EMS Instructor	7	\$5,775	100.00%
Clovis Community College	Additional Workforce Training	79	\$350,000	---
Luna Community College	Preserving Heritage – Adobe Model Home (Module 1)	13	\$9,200	100.00%
Luna Community College	Preserving Heritage – Adobe Model Home (Module 2)	14	\$9,800	100.00%
Luna Community College	Automotive Collision Repair	11	\$15,785	100.00%
Luna Community College	Automotive Technology	8	\$3,880	---
Luna Community College	CDL	48	\$131,806	64.6%
Luna Community College	Heavy Equipment	7	\$5,825	85.7%
Luna Community College	Welding	30	\$65,400	---
Mesalands Community College	Wind Tech Certification	32	\$272,000	98.00%
Mesalands Community College	CNA Training	8	\$22,400	50.00%
Mesalands Community College	Metal Casting	8	\$20,000	100.00%
New Mexico Junior College	Dental Assistant	12	\$12,480	100.00%
New Mexico Junior College	Emergency Medical Training	5	\$7,200	100.00%
New Mexico Junior College	Clinical Medical Assistant	30	\$72,600	100.00%
New Mexico Junior College	Pharmacy Technician	12	\$14,400	10.00%
New Mexico Junior College	CDL 1 Week	9	\$14,400	0.00%
New Mexico Junior College	CDL 2 Week	50	\$120,825	100.00%
New Mexico Junior College	Automation & Industrial Systems	56	\$106,170	96.43%
New Mexico Junior College	Programmable Logic Controllers	14	\$13,440	92.86%

Institution Name	Program, Apprenticeship, Internship Title	Students Served	Expenditure	Completion Rate
New Mexico Junior College	PLC Fundamentals	15	\$14,436	100.00%
New Mexico Junior College	PLC Intermediate	7	\$6,720	100.00%
New Mexico Junior College	Certification by Waiver	8	\$6,400	100.00%
New Mexico Junior College	Instructor Development Course	14	\$8,400	100.00%
New Mexico Junior College	Lease Pumper	54	\$75,600	96.30%
San Juan College	CompTIA Academy	4	\$23,184	50.00%
San Juan College	CDL	1	\$3,055	100.00%
San Juan College	CREW-Level 1	5	\$15,075	100.00%
San Juan College	Heavy Equipment Operator	47	\$374,065	40.00%
San Juan College	Medical Assisting	10	\$74,800	In progress
San Juan College	Project Management	5	\$4,750	100.00%
San Juan College	SHRM	8	\$10,400	100.00%
San Juan College	Apprenticeship (Off Campus)	6	\$47,857	In progress
San Juan College	Internship (Off Campus)	150	\$614,285	In progress
San Juan College	Training Support	407	\$16,261	---
Santa Fe Community College	Professional Development for 3D Printing 10/1	7	\$15,162	100.00%
Santa Fe Community College	Professional Development for 3D Printing 10/2	10	\$17,064	100.00%
Santa Fe Community College	Professional Development for 3D Printing 10/3	7	\$15,162	100.00%
Santa Fe Community College	Professional Development for 3D Printing 10/16	6	\$14,528	100.00%
Santa Fe Community College	Professional Development for 3D Printing 10/24	3	\$12,626	50.00%
Santa Fe Community College	3D Print Tech Intensive	10	\$130,844	100.00%
Santa Fe Community College	Cole Climate Air Source Heat Pump	17	\$14,481	88.00%
Santa Fe Community College	Leadership Power Skills	14	\$14,312	100.00%
Santa Fe Community College	Public Speaking Online	4	\$12,821	100.00%
Santa Fe Community College	Intermediate Word	5	\$12,498	100.00%
Santa Fe Community College	MS Basic Excel	7	\$12,498	100.00%
Santa Fe Community College	MS Outlook	11	\$11,611	100.00%
Santa Fe Community College	MS PowerPoint	4	\$11,611	100.00%
Santa Fe Community College	Customer Service	11	\$11,990	100.00%
Santa Fe Community College	Fiber Optic Tech Series 2/3 – 2/7	19	\$49,199	100.00%
Santa Fe Community College	Film & TV Technician (OSHA 10 Combined)	40	\$65,484	100.00%
Santa Fe Community College	Fiber Optic Tech Series (Santa Fe)	29	\$69,449	100.00%
Santa Fe Community College	Hybrid/Electric Vehicle Operations Bootcamp	17	\$33,552	88.00%
Santa Fe Community College	Effective Team Building Strategies	7	\$13,147	100.00%
Santa Fe Community College	Emotional Intelligence in Workplace	4	\$13,147	100.00%
Santa Fe Community College	Leadership Power Skills	6	\$14,548	100.00%
Santa Fe Community College	AI In the Workplace	3	\$11,611	100.00%
Santa Fe Community College	AI Functions for Data Analysis in Excel	4	\$16,018	100.00%
Santa Fe Community College	Fiber to the Home Specialist	34	\$37,074	100.00%
Santa Fe Community College	APRENDE Pre-Apprentice Early Childhood	22	\$31,224	100.00%
Santa Fe Community College	3D Print Pre-Apprenticeship	1	\$13,179	In progress
Santa Fe Community College	Fiber Optic Home Tech Series (Artesia)	21	\$74,697	100.00%
Santa Fe Community College	Digital Access Essentials for Professionals	49	\$12,724	100.00%
Santa Fe Community College	Film TV Prod Asst (OSHA 10 Combined)	36	\$61,279	100.00%
Santa Fe Community College	Film Professional Industry Train/Mentor	9	\$26,868	100.00%

Institution Name	Program, Apprenticeship, Internship Title	Students Served	Expenditure	Completion Rate
Santa Fe Community College	Fiber to the Home Specialist	7	\$16,149	100.00%
Santa Fe Community College	Intro Digital Design/FSM 3D Printing	6	\$13,912	100.00%
Santa Fe Community College	IC3 Cert in Digital Literacy	12	\$45,647	In progress
Santa Fe Community College	3D Print Tech Intensive	10	\$131,985	100.00%
Southeast New Mexico College	CDL	60	\$614,980	90.30%

Appendix B. Addressing Low Completion Rates

Once the New Mexico Higher Education Department received the institutional outcomes reports, follow-up was requested from higher education institutions with any programs, apprenticeships, or internships reporting completion rates below 50%. Higher education institutions were asked to address the following:

- A. A description of any programmatic, instructional, or administrative factors that may have influenced student completion;
- B. Clarification on whether students are still enrolled or if the programs have concluded;
- C. Steps the higher education institution has taken or plans to take to improve future completion rates; and
- D. Any contextual information that may help the agency accurately represent the data in future reports and evaluations.

Central New Mexico Community College, Mesalands Community College, New Mexico State University-Doña Ana, Santa Fe Community College, San Juan College, and University of New Mexico-Valencia each reported at least one program, apprenticeship, or internship with a completion rate below 50%. Their responses are summarized below.

Central New Mexico Community College

Central New Mexico Community College (CNM) reported two courses with a 50% completion rate: Professional Skills Academy and ServiceNow System Administrator.

CNM's Professional Skills Academy reported a 50% completion rate under the current definition, which requires learners to complete all eight courses in the series. However, because this program is designed as a stackable and latticed credential, not all learners are expected to take every module—some enter with prior training or experience in specific areas. To better reflect the program's intent and learner pathways, CNM is updating its definition of completion to require at least seven of the eight courses. This aligns with an 80%+ completion threshold and provides a more accurate measure of student success within the academy.

Further, the ServiceNow System Administrator program reported a 50% completion rate, which was offered for the first time. The initial curriculum proved too advanced for many learners, resulting in seven withdrawals. To better align with learner needs and improve future outcomes, CNM has revised the curriculum to include more foundational content and established new prerequisites to ensure participants are adequately prepared for success.

Mesalands Community College

Mesalands Community College (MCC) reported one course with a 50% completion rate: Certified Nursing Assistant (CNA) Training.

The CNA Training program's low completion rate was influenced by several factors. The cohort consisted entirely of English as a Second Language (ESL) students, and additional language and instructional support needs were greater than anticipated. In addition, embedding CPR-BLS (Cardiopulmonary Resuscitation – Basic Life Support) training into the curriculum created additional challenges, and students would have benefitted from more preparation in medical terminology.

The program has concluded, though students who were unsuccessful on the certification exam are still eligible to retest. To improve future outcomes, MCC plans to require completion of the CPR–BLS course prior to CNA enrollment and to integrate a medical terminology course into the plan of study. These changes are designed to better support ESL learners, strengthen student preparation, and improve overall completion rates.

New Mexico State University-Doña Ana

New Mexico State University-Doña Ana (Doña Ana Community College) reported two courses at or below a 50% completion rate: 3D Printing and the Pharmacy Technician Internship Program.

Doña Ana Community College's (DACC) 3D printing program only had two students enrolled, and only one completed, resulting in a 50% completion rate. This was a new class, so they let it run with just a few students rather than cancelling. In the future, DACC plans to recruit more students for future courses and establish a minimum enrollment number, as they typically do, to improve future outcomes.

The pharmacy technician internship program reported a 17% completion rate, with six students initially enrolled and one student completing. Several changes are being implemented to improve future outcomes. DACC is considering reinstating the internship as a program requirement, as it was prior to the COVID-19 pandemic, given its clear benefits in preparing students for the certification exam and supporting employment. In addition, the college is working to expand internship site partnerships beyond the single employer currently providing placements. To strengthen student commitment, DACC will secure formal agreements from participants prior to placement and implement a more structured program model, including a workshop series and regular check-ins. These changes are intended to provide students with stronger support and increase successful completion of the internship program.

San Juan College

San Juan College (SJC) reported two courses or programs with a completion rate of 50% or lower: CompTIA Academy, Heavy Equipment Operator, Apprenticeship (Off Campus), and Internship (Off Campus).

There were four total students enrolled in the CompTIA Academy. Of those four, two completed the course. The two students who did not complete the CompTIA Academy stopped attending class and have not responded to SJC's efforts to contact them. SJC states that the college staff will continue to reach out, but there is no explanation for the students' behavior at this time.

San Juan College reported a 40% completion rate in its 12-week Heavy Equipment Operator program, which combines classroom and hands-on training and offers up to 34 NCCER credentials. While current students are on track to complete, earlier cohorts faced challenges that affected persistence. Specifically, some students struggled with the math requirements and limited computer skills. To address these issues, the college embedded a classroom tutor for math support and will provide on-site computer tutoring during the first days of each term, with adjustments as needed. Program requirements—including access to a laptop, a 10-panel drug test, and steel-toed boots—also posed barriers for some students.

Santa Fe Community College

Santa Fe Community College (SFCC) reported one course with a 50% completion rate: a section of Professional Development for 3D Printing that ran online and asynchronously from October 24 to November 2024. The low completion rate may be partly attributed to the course format; however, it coincided with the Blue Front Fire in Ruidoso, New Mexico, and subsequent flooding in October and November 2024. These events affected the Mescalero Apache Reservation, where many students in the course resided, resulting in technology access issues, particularly for computers connected to 3D printers. One student also did not complete the course due to illness.

This professional development training was designed for students seeking 3D printing skills for use in rural libraries and Tribal centers. Typically, the 3D Professional Development series is delivered in a hybrid format, with students attending an 8-hour training session at the Higher Education Center in Santa Fe. The 10/24 course was created at the request of the lead instructor for three students who could not attend in person but still wanted to participate.

Steps SFCC is taking to improve future completion rates:

1. Assigning a coach, student advocate, or instructor to all online or hybrid courses to ensure students complete requirements within the scheduled timeframe.
2. Providing online tech support—and, in some cases, onsite assistance—for any class requiring technology at non-SFCC locations.
3. Applying for technology grants and requesting GRO equipment funds to purchase laptops capable of running updated software, connecting properly to 3D printers, and acquiring smaller, more portable printer technology for beginner AutoCAD students.

University of New Mexico-Valencia

The University of New Mexico-Valencia (UNM-Valencia) reported two courses with a 50% completion rate: Construction Technology: Blueprint Reading and Cybersecurity Fundamentals. Both courses had only two students enrolled, so one withdrawal reduced the completion rate to 50%.

The withdrawals were due to personal, not programmatic, reasons. In the blueprint reading course, one student decided not to pursue a career in construction. In the cybersecurity course, one student's work schedule conflicted with class times.

Because of the small class sizes, even a single withdrawal significantly impacts completion rates. To help address this, UNM-Valencia meets with each student before enrollment in noncredit programs and workshops to ensure they understand the time commitment required. The higher education institution also follows up with students who withdraw from noncredit courses to discuss future enrollment options.

Appendix C. Unused Funds

New Mexico State University -Alamogordo and the University of New Mexico-Los Alamos did not expend any of the FY25 Workforce GRO funds. Below are explanations provided by each higher education institution for the unused funds.

New Mexico State University-Alamogordo

New Mexico State University-Alamogordo did not utilize its allocation in the pilot year due to institutional capacity constraints. As a small branch campus, NMSU-Alamogordo lacked the resources to develop and implement new programs during this period. For FY26, the branch campus requested an amount below its full allocation to better align with its capacity.

University of New Mexico-Los Alamos

The University of New Mexico-Los Alamos did not utilize its allocation due to an issue within the University of New Mexico-Main Campus accounting office, as they received their funds late from the main campus. Further, once they received the funds, the personnel tasked with creating these programs left the higher education institution.

The New Mexico Higher Education Department recommends that main campuses of larger higher education institutions distribute funds to their branch campuses in a timely manner, as delays in disbursement have prevented some branches from fully utilizing their allocations.

