Industry Diversity In New Mexico’s Counties

Overall Diversity in New Mexico
pg 4

Regional Business News
pg 26

County Employment & Unemployment
pg 32

Publication News
pg 45
The New Mexico Department of Workforce Solutions Economic Research & Analysis Bureau (ER&A) collects, develops, analyzes, and publishes labor market information for New Mexico. The Bureau produces statistical and analytical information about trends in industry employment, skill needs, unemployment, occupations in demand, and a range of labor market information used by employers, educators, workers, students, economic developers and policy makers at all levels. Information produced by ER&A is vital as we continue to identify and promote the workforce skills required to drive innovation and keep New Mexico businesses competitive.

The Regional Review, covering the four Workforce Investment Areas (WIAs), including Central, Eastern, Southwestern, and Northern, is a quarterly publication highlighting employment data, labor market information, and business news.

The Winter 2013 Regional Review will focus on the mining industry in New Mexico, with focus on New Mexico’s top commodities. The publication will include general employment information for the second quarter of 2012 and recent business news for New Mexico’s counties.
Measuring Industry Employment Concentration

Most of New Mexico’s counties have many of the same large employing industries such as Health Care, Retail Trade, Education Services, and Public Administration. Each region, however, has its own unique character when it comes to industry. Mining and oil and gas extraction, along with agriculture, are major industries in the eastern part of the state. The north is home to diverse arts and culture industries, with larger arts communities in Santa Fe and Taos, and Native American culture spread throughout the region. The large natural gas reserves in the San Juan basin are also unique to the northern region. The southwestern region boasts farming and ranching, along with mining and educational services. Finally, New Mexico’s urban center brings a large diversity of industry, with Health Care and Professional Services serving as major employing industries.

Industry diversity can be very important to communities, particularly those where major industries are seasonal or cyclical (agriculture, tourism, and mining/oil and gas extraction). A diverse industrial make-up can help sustain additional employment opportunities in off seasons and cycles and creates a greater variety of employment opportunities across the board. Industry diversity can also create better opportunities for businesses through an improved supply chain, as business inputs are available locally, transportation costs are reduced, and relationships help improve local demand for products and services. Rural areas tend to struggle more with producing a diverse business environment. While industry diversity is by no means the only factor involved with creating a strong local economy, it does help, particularly in rural communities.

So, how do we measure industry diversity in New Mexico? One step, which is analyzed and presented in this article, is to identify those industries with the largest employment, and calculate how much of total employment is concentrated in those industries. For the purposes of this article, the top 10 employing industries in each county are evaluated, and employment is measured in comparison with total employment across all industries. This article also looks at how employment concentration has changed since 2005, and how concentration may evolve over the next several years. All data is from the Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages (QCEW).

1 ER&A measured employment at the 3-digit North American Industry Classification System (NAICS) code level. The top 10 industries based on employment were identified for each year separately, and the top 10 industries based on total wages were also identified separately for each year.
OVERALL DIVERSITY IN NEW MEXICO

A Growing Concentration in Employment & Wages

Chart 1 shows how employment concentration in New Mexico's top 10 industries has changed over time. Beginning in 2005, approximately 50 percent of employment was concentrated in the top 10 industries in the state. By 2011, about 53 percent of employment was concentrated in the top 10 industries. This change is gradual and, as the chart illustrates, an upward trend is evident. Wage concentration (in the top 10 industries with the highest wages) has also trended upwards, growing from 50 to 53 percent, at nearly the same rate as employment.

New Mexico industry diversity is slightly less than that of the United States. In 2005, approximately 46 percent of employment was concentrated in the top 10 3-digit NAICS industries. By 2010, employment concentration nationwide had increased to 49 percent. 2 The concentration of wages in the top 10 industries with the greatest wages also increased nationally during the 5-year period (from 45 percent to 47 percent). New Mexico has followed the national trend, with employment concentration slowly and steadily increasing in recent years. This means that the industrial base has slowly become less diverse. The rate at which employment concentration grew over the period (how quickly diversity has declined) was nearly identical for the U.S. and New Mexico.

The recent national recession also had an impact on employment and wage concentration. Prior to the recession, increases in employment and wage concentration grew at nearly identical rates. Beginning in 2008, the concentration of wages in the top 10 industries increased more quickly than employment. After the recession officially ended (July 2009), wage concentration actually declined to be below employment concentration.

While it is impossible to determine all factors that caused the recessionary increases in both employment and wage concentration, it is possible that these increases reflect the larger job losses that were experienced by workers with less experience and earning lower-wages. Less experienced and lower wage earners were disproportionately impacted by recessionary layoffs. For example, the Construction industry lost more jobs than any other industry in New Mexico during the recession and many of those jobs were lower paying. Retail trade, with lower average wages, also lost a significant number of jobs. As employment and total wages declined in those industries with more lower-wage workers, wages became more concentrated in other industries.

The upward trend in employment concentration that began prior to the recession indicates that the recession is not the only factor that has contributed to a decrease in industry diversity. New Mexico's industry composition is another factor that can impact employment.

Note: This article was inspired by and created based on “More Eggs in Fewer Baskets” by Kyle Uphoff, Regional Analysis and Outreach Manager with the Minnesota Department of Employment and Economic Development (DEED). NMDWS employed the methodology used to evaluate industry diversity for New Mexico. The original Minnesota article was published in the September 2010 Minnesota Economic TRENDS publication of DEED and is available at www.positivelyminnesota.com.

2 At the time of this publication, 2011 national data at the non-suppressed level and detail needed were not available.
concentration. If employment in certain industries grows more quickly than others, it can shift employment more or less into the top industries in the state. New Mexico’s top employing industries did not change significantly between 2005 and 2010 (only one industry moved into the top 10). However, employment growth in certain industries, particularly Health Care, may have shifted more of the overall employment concentration into the top 10 industries from other industries that saw recessionary employment declines. See the last section of this article for more information on the several factors that impact industry diversity.
In New Mexico’s Regions & Counties

Map 1 shows the percentage of total employment in the top 10 industries for each county in New Mexico. Employment concentration ranges from 50.7 percent in Santa Fe County to 92.6 percent in Harding County. Before delving too deeply into employment concentrations, it is important to note that employment concentration will, typically and by nature, be greater in counties with very small populations. Many parts of New Mexico are very rural. Nearly 80 percent of New Mexico’s population lives in 10 of the 33 counties. Thirteen of the 33 counties hold less than 1 percent of the state’s population. The lowest populated counties, such as Harding, De Baca, Catron, Guadalupe, Mora, and Hidalgo, have greater employment concentration just by the nature of their population. Two exceptions to this general trend are Union County and Quay County. Union County, with a population of around 4,400 (as of 2011) had an employment concentration of about 58 percent, was ranked 8th in the state for industry diversity, and had diversity similar to some of the more populated counties, including Bernalillo. Quay County, with a population of around 9,000, was also more industrially diverse and was ranked 12th in 2011 for employment concentration.

The number of industries a county has (which is often related to total population) also may play a role in employment concentration, although there is less correlation between

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Map 1: Employment Concentration in the Top 10 Industries
All New Mexico Counties, 2011

Legend:
Percent of Total
- 50% - 55%
- 55% - 60%
- 60% - 65%
- 65% - 70%
- 70% - 75%
- 75% and higher
fewer industries and high employment concentration than population size and employment concentration. Seven counties have less than half of the number of industries of Bernalillo and Santa Fe (with the greatest number of industries at 94), and 14 counties have less than three quarters of the number of industries (including those with less than half). Several counties with greater employment concentration are both rural and have fewer industries. There are some exceptions to this rule, however, which is discussed through the remainder of this article.

So which counties are New Mexico’s most diverse when it comes to industry employment? Santa Fe County has the least employment concentration and is the most diverse in the state, based on the methodology used.³ Santa Fe has strong public and private sectors, with tourism serving as a major economic driver, comprising many varying support industries. Eddy and San Juan counties follow Santa Fe with the least employment concentration. This is when the methodology used really comes into play and examples can be helpful. Many people would protest that Eddy and San Juan counties are more diverse—after all, natural resource mining is a major industry in both counties (particularly Eddy). But, it is important to keep in mind that the measurement of diversity in this analysis is based on employment concentration in the top 10 industries, no matter what those industries are. Eddy and San Juan still have

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<table>
<thead>
<tr>
<th>County</th>
<th>Total Covered Employment</th>
<th>Total Employment</th>
<th>% of Total Employment</th>
<th>Top 10 Industries</th>
<th>Number of Industries</th>
<th>Concentration Rank</th>
<th>Population Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Santa Fe**</td>
<td>60,477</td>
<td>30,666</td>
<td>50.7%</td>
<td>94</td>
<td>1</td>
<td>3</td>
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<tr>
<td>Eddy</td>
<td>24,767</td>
<td>12,559</td>
<td>50.7%</td>
<td>83</td>
<td>2</td>
<td>11</td>
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<tr>
<td>New Mexico</td>
<td>781,233</td>
<td>414,316</td>
<td>53.0%</td>
<td>99</td>
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<td>--</td>
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<tr>
<td>San Juan**</td>
<td>48,272</td>
<td>25,941</td>
<td>53.7%</td>
<td>85</td>
<td>3</td>
<td>5</td>
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</tr>
<tr>
<td>Lincoln</td>
<td>6,514</td>
<td>3,639</td>
<td>55.8%</td>
<td>77</td>
<td>4</td>
<td>19</td>
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<tr>
<td>Chaves**</td>
<td>21,307</td>
<td>11,936</td>
<td>56.0%</td>
<td>83</td>
<td>5</td>
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<td>Curry</td>
<td>16,748</td>
<td>9,431</td>
<td>56.3%</td>
<td>79</td>
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<td>12</td>
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<td>Bernalillo**</td>
<td>310,346</td>
<td>176,540</td>
<td>55.8%</td>
<td>94</td>
<td>7</td>
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<tr>
<td>Sierra</td>
<td>3,183</td>
<td>1,827</td>
<td>57.4%</td>
<td>63</td>
<td>8</td>
<td>25</td>
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<td>Union</td>
<td>1,284</td>
<td>738</td>
<td>57.5%</td>
<td>54</td>
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<tr>
<td>Lea**</td>
<td>28,548</td>
<td>16,619</td>
<td>58.9%</td>
<td>83</td>
<td>10</td>
<td>10</td>
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<tr>
<td>Taos</td>
<td>10,295</td>
<td>6,672</td>
<td>59.0%</td>
<td>81</td>
<td>11</td>
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</tr>
<tr>
<td>Quay</td>
<td>2,619</td>
<td>1,554</td>
<td>59.3%</td>
<td>59</td>
<td>12</td>
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<tr>
<td>Otero**</td>
<td>16,962</td>
<td>10,100</td>
<td>59.5%</td>
<td>78</td>
<td>13</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Doña Ana**</td>
<td>69,100</td>
<td>41,221</td>
<td>59.7%</td>
<td>88</td>
<td>14</td>
<td>2</td>
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</tr>
<tr>
<td>Colfax</td>
<td>5,065</td>
<td>3,166</td>
<td>62.5%</td>
<td>73</td>
<td>15</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td>Luna</td>
<td>7,669</td>
<td>4,828</td>
<td>63.0%</td>
<td>68</td>
<td>16</td>
<td>18</td>
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<tr>
<td>Sandoval**</td>
<td>29,239</td>
<td>18,796</td>
<td>64.3%</td>
<td>86</td>
<td>17</td>
<td>4</td>
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</tr>
<tr>
<td>Torrance</td>
<td>3,075</td>
<td>1,988</td>
<td>64.7%</td>
<td>60</td>
<td>18</td>
<td>23</td>
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</tr>
<tr>
<td>Gila</td>
<td>7,724</td>
<td>5,009</td>
<td>64.8%</td>
<td>67</td>
<td>19</td>
<td>17</td>
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<tr>
<td>McKinley**</td>
<td>20,944</td>
<td>13,696</td>
<td>65.4%</td>
<td>78</td>
<td>20</td>
<td>7</td>
<td></td>
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<tr>
<td>Valencia**</td>
<td>14,443</td>
<td>9,357</td>
<td>66.2%</td>
<td>81</td>
<td>21</td>
<td>6</td>
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</tr>
<tr>
<td>Grant</td>
<td>9,399</td>
<td>6,317</td>
<td>67.2%</td>
<td>73</td>
<td>22</td>
<td>15</td>
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</tr>
<tr>
<td>De Baca</td>
<td>480</td>
<td>331</td>
<td>69.0%</td>
<td>41</td>
<td>23</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Roosevelt</td>
<td>6,265</td>
<td>4,329</td>
<td>69.1%</td>
<td>71</td>
<td>24</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>Rio Arriba</td>
<td>9,482</td>
<td>6,063</td>
<td>69.6%</td>
<td>75</td>
<td>25</td>
<td>13</td>
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</tr>
<tr>
<td>Hidalgo</td>
<td>1,673</td>
<td>1,206</td>
<td>72.1%</td>
<td>47</td>
<td>26</td>
<td>27</td>
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</tr>
<tr>
<td>Socorro</td>
<td>5,355</td>
<td>3,864</td>
<td>72.2%</td>
<td>65</td>
<td>27</td>
<td>22</td>
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</tr>
<tr>
<td>San Miguel</td>
<td>7,999</td>
<td>5,360</td>
<td>73.3%</td>
<td>72</td>
<td>28</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>Catron</td>
<td>598</td>
<td>441</td>
<td>73.7%</td>
<td>43</td>
<td>29</td>
<td>31</td>
<td></td>
</tr>
<tr>
<td>Mora</td>
<td>711</td>
<td>531</td>
<td>74.7%</td>
<td>43</td>
<td>30</td>
<td>28</td>
<td></td>
</tr>
<tr>
<td>Guadalupe</td>
<td>1,280</td>
<td>997</td>
<td>77.9%</td>
<td>45</td>
<td>31</td>
<td>29</td>
<td></td>
</tr>
<tr>
<td>Los Alamos</td>
<td>16,686</td>
<td>14,870</td>
<td>89.1%</td>
<td>63</td>
<td>32</td>
<td>21</td>
<td></td>
</tr>
<tr>
<td>Harding</td>
<td>175</td>
<td>162</td>
<td>92.6%</td>
<td>18</td>
<td>33</td>
<td>33</td>
<td></td>
</tr>
</tbody>
</table>

**Denotes a top 10 populated county.

³ Note that the analysis is based on 2011 employment estimates. While some 2012 data is available, changes in employment concentration between 2011 and the time of this publication are likely very small. Findings from 2011 are, therefore, treated as current.
less concentration than most other counties. While both counties have a larger percentage of their workforces employed in mining sub-industries, their overall employment is still spread across a greater diversity of industries.

This same situation occurs in many counties in the Health Care sub-industries. While a county may have a larger percentage of employment in one high-level industry, its employment base may still be spread more evenly across its entire industry make-up.

Returning to the discussion of overall employment concentration—note that a large number of New Mexico’s counties have about 55 to 60 percent of employment concentrated in the top 10 industries. Much of the southern part of the state falls within this category, from populated Doña Ana to more rural Sierra County. In fact, the southeastern region of the state is more consistently diverse in industry than the other regions. The more rural counties, including Guadalupe, De Baca, and Harding all have very high employment concentration (less industry diversity). Roosevelt is the only more populated county in the south-central/southeastern part of the state that is much less industrially diverse. In the southwestern region, Doña Ana and Sierra both have less employment concentration and are the region’s most diverse counties. Socorro, Grant, and Luna all have employment concentration between 60 and 75 percent. Hidalgo and Catron, with the greatest concentration, are both the least industrially diverse and the least populated counties in the region.

Employment concentration in the northern region varies significantly. Santa Fe and San Juan counties have the lowest concentrations and are the most industrially diverse, followed by Taos County. Mora, Los Alamos, and San Miguel have the highest concentrations of employment (with Mora having a small population) and are the least diverse. While Los Alamos County does not have the smallest population, the presence of Los Alamos National Laboratory drives the employment concentration in the county. Over 65 percent of Los Alamos County employment was in Professional, Scientific, and Technical Services in 2011.

Finally, the central region, with over 40 percent of total state population, is fairly diverse in employment, led by Bernalillo County (ranked 7th in the state for diversity) and with the least industry diversity in Valencia County (ranked 21st). Interestingly, there are counties that are both rural and diverse, and counties that are less rural and less diverse. There are also counties that have fewer industries, but continue to be more diverse. Both Sierra and Union counties were ranked in the top 10 for industry diversity in 2011, but were ranked in the bottom 10 for population and number of industries. At the same time, Rio Arriba, San Miguel, and Roosevelt were ranked in the bottom 10 for employment concentration, but were in the top 20 most populated counties, as well as the top 20 counties with the largest number of industries. While it appears that population and number of industries do play some role in employment concentration, there are some counties in which these indicators do not necessarily determine industry diversity.
Changes in Diversity - A Look Back to 2005

How has industry diversity changed in New Mexico’s counties over the past several years? Map 2 shows percentage point changes in employment concentration between 2005 and 2011 for New Mexico’s counties. Six of New Mexico’s 33 counties saw an increase in industry diversity between 2005 and 2011. Seven of New Mexico’s counties experienced little to no change, while 20 counties experienced some decrease in industry diversity.

Torrance County is the only county that saw employment concentration decrease by more than 3 percentage points, making it the county with the greatest increase in industry diversity. Industry diversity increased the most in the northwestern counties, including San Miguel and Harding, which both had a less diverse industrial base as of 2011. It is important to note, however, that the small population and employment in these counties would likely contribute to what would be larger percentage point changes in employment concentration, as small shifts are large in proportion to total employment.

Counties that saw very little change in diversity were spread across the state, from Hidalgo to Taos to Roosevelt, and included counties with varying degrees of industry diversity in 2011. Interestingly, Eddy County, which was in the top three industrially diverse counties in 2011, saw a decrease in industrial diversity of 3 to 5 percent over the period. Catron and Los Alamos, both small population counties with less industry diversity, saw an increase in employment concentration over the period.
COUNTY FOCUS - Santa Fe County

Santa Fe County boasts the most diverse industrial base in New Mexico (based on the methodology used for this analysis). What are the largest employing industries? How is employment distributed throughout the county? The top 10 employing industries are shown in Chart 2. Many of Santa Fe’s major industries are similar to those of the state. A few industries stand out, however. Food Services and Drinking Places, with 18 percent of total employment in the top 10 industries and 9 percent of total employment across all industries, support Santa Fe’s large tourist industry, as does Accommodation (at 8 percent of employment in the top 10 industries and across all industries). Government services in the Justice, Public Order & Safety Activities and in Executive, Legislative & Other General Government Support industries comprise a larger percentage of employment than at the statewide level.

You may be asking yourself, “Doesn’t Santa Fe have a lot of government employment? Why isn’t that shown in the chart?” Santa Fe does have large public sector employment. The “public sector” is not considered an industry in this analysis. Some of the employment illustrated in Chart 2 is in the private sector and some is in the public sector. Even industries such as “Executive, Legislative & Other General Government Support” have both sectors of employment.

What Chart 2 shows is the large employing industries in Santa Fe, regardless of the public/private status of employment.

In Santa Fe, only 3 industries employ more than 5 percent of total employment (when measuring all industries, not just the top 10), including Food, Educational, and Ambulatory Health Care services. Sixty-six industries employ less than 1 percent of total employment in the county. A better indicator of diversity than the number of industries is the share of total employment within the top employing industries. The largest share of employment that any industry holds is 9 percent in Food Services & Drinking Places. A little less than one quarter of all employment is in the top 3 employing industries.

You can compare the employment distribution in Santa Fe to Rio Arriba, which is ranked 25th in the state for industry diversity, and is within the top 15 in population.
Santa Fe and Rio Arriba have about the same percentage of industries with greater than 1 percent of total employment. But, approximately 60 percent of employment is within 3 of the top 10 employing industries in Rio Arriba, as opposed to about 23 percent in Santa Fe. You can also compare Santa Fe to the state. Thirty-one percent of total employment is in the top 5 industries in Santa Fe, as compared to 36 percent in the state as a whole.

*The end of this article discusses factors that impact industry diversity and what industry diversity means to labor market stability. The county focus on Rio Arriba sheds more light on employment concentration within that county.*
COUNTY FOCUS - Eddy County

Eddy County had the 2nd most diverse industrial base in New Mexico in 2011. As mentioned earlier in the article, many people may not typically think of Eddy as being industrially diverse, particularly with the large mining industry in the county. But, remember that this methodology looks at employment concentration across all industries. Eddy still only has 51 percent of its total employment in the top 10 industries. While mining comprises nearly 40 percent of the employment in those top 10 industries, employment in the county is still spread more evenly across all industries. And while mining and its sub-industries comprise 20 percent of total employment in the county, that is still a much smaller percentage of total employment than that experienced by major employing industries in many other New Mexico counties. Even when the top 10 industries is expanded to the top 12 (as if you combined all mining sub-industries into one), Eddy would still fall within the top 10 most diverse industries.

The top 10 employing industries are shown in Chart 3. Eddy County is unique from many counties in the state in that it is natural resource rich. Oil extraction is a major industry in the county, as is potash mining. Employment in oil and gas extraction, mining

activities outside of oil and gas, and support for mining activities comprised nearly 40 percent of employment in the top 10 industries and 20 percent of total employment across all industries in 2011. Educational services are also a major employing industry. Health Care industries fall within the top 10 industries in the county, but do not employ as large of a percentage as in other counties in the state.

In Eddy County, 5 industries employ more than 5 percent of total employment (when

“Eddy still only has 51% of its total employment in the top 10 industries. While Mining comprises nearly 40% of the employment in those top 10 industries, employment in the county is still spread more evenly across all industries.”
measuring all industries, not just the top 10), and 3 of those industries fall within a larger mining industry group. Fifty-five of the county’s 83 industries employ less than 1 percent of total employment in the county. The largest share of total employment that any industry holds in Eddy is 9 percent in Support Activities for Mining. About 34 percent of all employment is in the top 5 employing industries. This is a larger percentage than Santa Fe (31 percent in the top 5), but less than the state (36 percent).

Comparing Eddy County industry diversity with neighboring counties, it is evident that Eddy has a lead in industry diversity, with approximately 51 percent of employment in the top 10 industries. About 60 percent of total employment was in the top 10 industries in Otero County, while about 56 and 59 percent of total employment was in the top 10 industries in Chaves and Lea counties, respectively.
COUNTY FOCUS - San Juan County

The top 10 industries in San Juan County employ about 54 percent of the total workforce, positioning San Juan as the 3rd most industrially diverse county in New Mexico. San Juan County is similar to Eddy in that it is rich in natural resources. San Juan's main natural resources, however, are natural gas and coal, as opposed to oil and potash. San Juan also has about twice the population as Eddy and is ranked 5th in the state. The top 10 employing industries are shown in Chart 4. Even with extensive mining operations, the largest employing industry in San Juan is Educational Services, followed by Food Service & Drinking Places. Employment in Educational Services comprises nearly 20 percent of employment in the top 10 industries and about 9 percent of total employment across all industries. Support Activities for Mining employ about 12 percent of employment in the top 10 industries and about 7 percent of the total workforce in the county. All mining sub-industries (Support Activities, Oil & Gas Extraction, and Mining, except Oil & Gas) comprise about 13 percent of San Juan's workforce.

There are 5 industries in San Juan County that employ more than 5 percent of total employment (when measuring all industries, not just the top 10). Fifty-nine of the county's 85 industries employ less than 1 percent of total employment in the county. The largest share of employment that any industry holds in San Juan is 9 percent in Educational Services. About 34 percent of all employment is in the top 5 employing industries. This is a larger percentage than Santa Fe, about the same as Eddy, and is slightly less than the state.

San Juan County is more industrially diverse than neighboring counties. The top 10 industries in McKinley County employed about 65 percent of the total workforce. Sandoval's top 10 industries employed 64 percent, and Rio Arriba's top 10 industries employed about 70 percent of total employment.
Distribution of Employment
Number of Industries by Percentage of Total Employment & Share of Employment, 2011

Share of Total Employment (by Category)

- Employment in Top 10 Industries
- Greater than 5%
- 3% to 5%
- 1% to 3%
- Less than 1%
COUNTY FOCUS - Sierra County

The top 10 industries in Sierra County employ about 57 percent of the total workforce. Even though Sierra is ranked 8th in the state for employment concentration, it is an interesting county to focus on because it is a less populated county that is also more industrially diverse (Sierra is ranked 25th in the state in population and 8th in employment concentration). The top 10 employing industries are shown in Chart 5. Nursing and Residential Care Facilities employ the largest percentage of the total workforce. This is likely due to the large retiree population in the county. Food Services & Drinking Places and Educational Services are the second and third largest employing industries.

There are 5 industries in Sierra County that employ more than 5 percent of total employment (when measuring all industries, not just the top 10). Thirty-seven of the county’s 63 industries employ less than 1 percent of total employment in the county. The largest share of employment that any industry holds in Sierra is in Nursing and Residential Care Facilities (greater than 5 percent of the total workforce). About 40 percent of all employment is in the top 5 employing industries. This is a larger percentage than Santa Fe, Eddy, and San Juan, but is less than the state.

Sierra County has more industry diversity than almost all its neighboring counties. Luna, Grant, Catron, Socorro, Lincoln, Otero, and Doña Ana counties border Sierra. Socorro’s industrial base is slightly more diverse than that of Sierra (using this study’s methodology of employment concentration). The remaining neighboring counties have employment concentrations of 60 to 74 percent. Catron is the only neighboring county with a smaller population than Sierra, and is the least industrially diverse among the 8 counties.

Due to data suppression, the amount of employment cannot be disclosed.
COUNTY FOCUS - Union County

Union County, like Sierra, has a more diverse industrial base while being a fairly rural county within the state. Union is actually more rural than Sierra, with the county ranked 30th in the state for population. And, like Sierra, the top 10 industries in Union County employ about 57 percent of the total workforce. The top 10 employing industries are shown in Chart 6. Educational Services employs the largest percentage of Union’s workforce, followed by hospitals. Combined, the two industries comprise more than 15 percent of the total workforce and more than 20 percent of the workforce in the top 10 industries. The other industries in Union County are not often in the top 10 employing industries in other New Mexico counties, such as Credit Intermediation and Related Services, and Animal Production and Aquaculture.

There are 6 industries in Union County that employ more than 5 percent of total employment (when measuring all industries, not just the top 10). Twenty-seven of the county’s 54 industries employ less than 1 percent of total employment in the county. The largest share of employment that any industry holds in Union is in Educational Services (greater than 10 percent of total employment). About 42 percent of all employment is in the top 5 employing industries. This is a larger percentage than Santa Fe, Eddy, and San Juan, less than Sierra, and about the same as the state.

Union County has more industry diversity than its neighboring counties. About 63 percent of total employment is in the top 10 industries in Colfax, while about 93 percent and about 59 percent of total employment is in the top 10 industries in Harding and Quay, respectively. Harding is the most rural county of the four, but all have a very small population.

Due to data suppression, the amount of employment cannot be disclosed.
Distribution of Employment
Number of Industries by Percentage of Total Employment & Share of Employment, 2011

<table>
<thead>
<tr>
<th>Share of Total Employment (by Category)</th>
<th>Union</th>
<th>New Mexico</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment in Top 10 Industries</td>
<td>57.3%</td>
<td>53.0%</td>
</tr>
<tr>
<td>Greater than 5%</td>
<td>41.7%</td>
<td>36.3%</td>
</tr>
<tr>
<td>3% to 5%</td>
<td>18.7%</td>
<td>11.1%</td>
</tr>
<tr>
<td>1% to 3%</td>
<td>29.3%</td>
<td>26.4%</td>
</tr>
<tr>
<td>Less than 1%</td>
<td>14.1%</td>
<td>14.1%</td>
</tr>
</tbody>
</table>

% of All Industries/Emp.
**COUNTY FOCUS - Rio Arriba County**

Rio Arriba County is ranked 13th in the state for population and 25th in industry diversity (based on the methodology applied in this analysis). Approximately 70 percent of the total workforce is working in the top 10 industries in the county. The top 10 employing industries are shown in Chart 7. Nearly 30 percent of those employed in the top 10 industries work in the public sector in Executive, Legislative, and Other General Government Support. This is followed by Educational Services, at 22 percent. These two industries comprise half of Rio Arriba’s total workforce in the top 10 industries and about 35 percent of total employment among all industries. Health Care industries (Ambulatory Health Care Services, Hospitals, and Nursing and Residential Care Facilities – not including Social Assistance) comprise about 18 percent of employment in the top 10 industries. There are 5 industries in Rio Arriba County that employ more than 5 percent of total employment (when measuring all industries, not just the top 10). Fifty-three of the county’s 75 industries employ less than 1 percent of total employment in the county. The largest share of employment that any industry holds in Rio Arriba is 20 percent in Executive, Legislative, and Other Government Support. About 53 percent of all employment is in the top 5 employing industries. This percentage is equal to the percentage of total employment that is in the top 10 industries in the state as a whole.

Rio Arriba County has less industry diversity than most of its neighboring counties. San Juan, Sandoval, Los Alamos, Santa Fe, Mora, and Taos counties border Rio Arriba. Mora and Los Alamos both have less industry diversity, while the remaining counties are more industrially diverse.

The end of this article discusses factors that impact industry diversity as well as why industry diversity is important. While industry diversity is good for varying reasons, the level of risk that is created from high employment concentrations also varies by industry. While Rio Arriba does have less industry diversity, employment in government and education industries is less likely to be as significantly impacted by external factors as other industries.
COUNTY FOCUS - San Miguel County

San Miguel County is ranked 16th in the state for population and 28th in industry diversity (based on the methodology applied in this analysis). Approximately 73 percent of the total workforce is working in the top 10 industries in the county. The top 10 employing industries are shown in Chart 8. The largest percentage of the workforce is employed in Educational Services (public schools, Highlands University, Luna Community College, and other institutions). This is followed by Hospitals (Las Vegas Medical Center, Alta Vista Regional Hospital, Northeastern Regional Hospital, and others). The two industries comprise around half of San Miguel's total workforce in the top 10 industries, and over one-third of total employment among all industries. Health Care industries (Ambulatory Health Care Services, Hospitals, and Nursing and Residential Care Facilities – not including Social Assistance) comprise between 20 and 25 percent of total employment in San Miguel.

There are 5 industries in San Miguel County that employ more than 5 percent of total employment (when measuring all industries, not just the top 10). Fifty-four of the county’s 72 industries employ less than 1 percent of total employment in the county. Educational Services employs almost one-quarter of total employment in the county. Nearly 60 percent of all employment is in the top 5 employing industries. This percentage is greater than the percentage of total employment that is in the top 10 industries in the state as a whole.

Mora, Harding, Quay, Guadalupe, Torrance, and Santa Fe counties border San Miguel. While Santa Fe and Quay both have much greater industry diversity than San Miguel, Mora, Harding, and Guadalupe are all less industrially diverse (although all three counties have some of the smallest population bases in the state). As with Rio Arriba County, a high employment concentration in a few industries is not always a major indicator of potential economic risk. In the case of San Miguel, Educational Services and Hospital employment is often less significantly impacted by external factors as other industries, although policy changes do impact employment in both industries.
Distribution of Employment
Number of Industries by Percentage of Total Employment & Share of Employment, 2011

<table>
<thead>
<tr>
<th>% of All Industries/Emp.</th>
<th>San Miguel</th>
<th>New Mexico</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment in Top 10 Industries</td>
<td>Greater than 5%</td>
<td>73.2%</td>
</tr>
<tr>
<td>Greater than 5%</td>
<td>3% to 5%</td>
<td>36.3%</td>
</tr>
<tr>
<td>3% to 5%</td>
<td>1% to 3%</td>
<td>18.4%</td>
</tr>
<tr>
<td>1% to 3%</td>
<td>Less than 1%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Share of Total Employment (by Category)
Projected Employment Concentration

NMDWS employment projections indicate that the state’s overall industry diversity will continue to slowly decrease into the future. As of 2011, the top 10 employing industries in the state employed 53 percent of total employment. It is projected that employment concentration will increase to about 57 percent by 2020. How will New Mexico’s industry composition change? While projection methodology makes it impossible to compare current and projected employment exactly, the two measurements can be compared generally. It appears that employment in the Local Government and Social Assistance industries will move those two industries into the top 10 for the state by 2020. While Educational Services will generate the largest number of new jobs by 2020, employment in General Merchandise Stores, Ambulatory Care Services, Social Assistance, and Food Services will grow more quickly.

Major Considerations—What Creates More or Less Industry Diversity?

The analysis presented in this article is very high-level and limitations do exist in employing a more simplistic methodology. It is important that one doesn’t make final conclusions from the analysis, but rather uses the information as a starting point for evaluating industry diversity. There are some key points to take away from this broad analysis and the biggest point is that several factors impact industry diversity within a county, making it difficult to draw conclusions on the best ways to improve industry diversity. For example, while population and number of industries can contribute to industrial diversity within a county, it is not always the main factor. There are some rural counties and/or counties with fewer industries that experience greater industry diversity. The opposite is also true. Additionally, the methodology does not always account for the synergy and relationships between sub-industries. This may lead to a county appearing more diverse than it actually is and masking the greater presence a super industry may have in a county (for example, Eddy).

Many factors create shifts in industry employment, and in result, industry diversity within a county. Any time employment is lost in one industry, that employment is either gained in another industry (through a shift in the workforce), or the loss of employment reduces total employment, and in result, increases the share of total employment of other industries that did not lose jobs. Factors that can impact employment demand (either positively or negatively) include:
• Changing commodity prices for natural resources (for example, an increase in the price of oil or reduction in the price of natural gas or copper),

• Reduced demand for labor from technological advances (for example, farming equipment for harvesting),

• Policy changes that drive an increased demand within an industry (for example, the Affordable Care Act that increases the demand for health care),

• Outsourcing of jobs (for example, jobs that move to other counties, states, or even other countries), or

• Economic development incentives that increase business activity in certain industries (for example, film and research and development incentives).

Industrial diversity is a particular challenge for rural counties. When it comes to New Mexico’s many rural counties, small changes in employment can make big waves. Many New Mexico counties have industries with very little employment. Some of those industries contain only one or two businesses in total. An industry can be completely eliminated in a county if those few businesses close. As those industries are eliminated, the share of total employment of other industries increases, even if just slightly, due to a shift or reduction in the workforce. This can make it difficult for rural counties to maintain a greater level of industry diversity.

It may also seem that less industry diversity can set a county up for failure should that industry ever crash. This was the case for many states when manufacturing began to decline nationwide. This is also sometimes the case with the natural resource mining and extraction industries when commodity prices change. High employment concentration in natural resource industries will likely be riskier to a community’s economy because changing natural resource prices can bring more volatility to the industry and employment. But, as described in “More Eggs in Fewer Baskets,” while industry diversity is rarely a bad thing, low industry diversity (high employment concentration) is not always a severe diagnosis for a community’s economy. The stability of a county’s industrial base very much depends on which industries have the largest employment. Employment concentration in certain industries, such as health care, is likely to be much less risky, as external factors are less likely to significantly impact employment. It is much less likely that several hospitals would close in a community. In addition, employment growth must be considered.

The Health Care and Education industries have seen steady and strong growth in New Mexico for many years and have also been more resilient through recessions, including the recent recession in 2007. Of course, if you look at industry booms and busts over a very long period of time, you will see shifts in all industries. But, it is likely that employment concentration in some industries will be much less risky than concentration in others. There are no easy answers when it comes to industry diversity within any of New Mexico’s counties. A focus on what each county does best and a general measurement of the volatility of certain major industries can help assess the individual need for increased industry diversity. In increasing industry diversity, it is important not to ignore industries that are more susceptible to external forces. Understanding the industrial base in general, competitive advantage, and synergetic relationships that exist and can be developed across multiple industries, regardless of size or how much their employment may change, will go a long way in looking at how to develop industry diversity within each of New Mexico’s counties.
The latest business news (as of August 2012) gathered from published articles, government documents, private- and public-sector news releases, and reports from local New Mexico Workforce Connection Centers. In most cases, no attempt is made to verify accuracy of information.

[*] Business Expansion
[*] Business Opening
[*] Business Contraction
[*] Business Closing

**Statewide**

[*] Santa Fe Gold began commercial production in early April at its Summit silver-gold mine in Grant County and Lordsburg processing mill in Hidalgo County. Combined employment has grown to 65 since processing operations began in 2010.

[*] Jim Wilson will produce and direct the independent feature film “50 to 1,” scheduled to shoot in and around Santa Fe and Albuquerque in late August and early September, employing at least 100 New Mexico crew members, 10 principal actors, and more than 400 extras.

[*] Universal Pictures’ “2 Guns” was scheduled to shoot in and around Santa Fe and Albuquerque in late August and early September, employing at least 100 New Mexico crew members, 10 principal actors, and more than 400 extras.

[*] Lovelace Health System is laying off about 80 of its nearly 4,000 employees. The company owns five hospitals in Albuquerque and one in Roswell, the 250,000-member Lovelace Health Plan, and 11 pharmacies in Albuquerque, Rio Rancho, and Santa Fe.

[*] Quest Diagnostics planned to lay off (over a six-month period) about 125 of the 450 employees who joined the company when it bought S.E.D. Medical Laboratories from Lovelace Health Systems.

**Central Region**

**BERNALILLO COUNTY**

[*] Admiral Beverage is building a $15 million distribution plant in Albuquerque’s South Valley that is expected to create 55 construction jobs and 20 new permanent positions.

[*] APS has cut nearly 1,000 positions since 2008 but is now looking to hire hundreds of new teachers with certifications in math, special education, bilingual education, and English as a Second Language.

[*] Array Technologies, a manufacturer of solar trackers, has doubled its workforce since early 2011 and plans to add another 40 employees this year. The company sells products worldwide to utility, corporate, small business, and residential customers.

[*] The Downs at Albuquerque is building a 65,000-square-foot casino scheduled to open next year at the Expo New Mexico fairgrounds. The project is expected to create 500 construction jobs.

[*] The Bernalillo County Commission passed an initial vote supporting economic incentives intended to help Lowe’s expand its presence in Albuquerque and create 300 new jobs. A final vote is slated for September.

[*] Spherion Staffing and Bernalillo County intended to hire more than 300 part- and full-time temporary workers for various July primary election duties.
T-Mobile scheduled a job fair for July 31 at its call center on Jefferson near I-25 in Albuquerque to begin staffing up to 90 new full-time customer service positions.

Avionics supplier Bendix/King announced plans to move its headquarters from Olathe, Kansas to Albuquerque. The company expects to hire 100 people this year and another 40 next year for the Albuquerque operation.

Buffalo Wild Wings plans to open a new Albuquerque restaurant, its third in the city, next to Dion's on Gibson Boulevard near the Albuquerque International Sunport. The typical franchise location employs 40 to 60.

Chick-fil-A opened its third Albuquerque stand-alone location on July 14, employing 96. The chain also operates a Las Cruces site in the Mesilla Valley Mall and has licensed locations at UNM and NMSU.

After opening its first New Mexico location in Uptown last December, Chipotle Mexican Grill expects to add two more Albuquerque restaurants in late 2012 or early 2013 as it moves toward its goal of at least five metro-area sites. Units average around 25 employees each.

Dick's Sporting Goods opened its first New Mexico store March 21 in a 50,000-square-foot location on Albuquerque's West Side, employing about 50. The national chain bills itself as the largest U.S.-based, full-line sporting goods retailer.

Bernalillo County commissioners approved $16 million in IRBs to help finance Friedman Recycling’s planned facility in the North Valley, which is expected to create 135 construction jobs and 35 permanent positions.

The Medical Resort at Fiesta Park opened August 23 in Albuquerque, creating about 100 jobs. The 66,000-square-foot facility offers patient rehabilitation services in a resort-like setting.

Presbyterian will construct a new $30 million, 180,000-square-foot headquarters building in Albuquerque to open by May 2014. The project will create 200 to 250 construction jobs, with work slated to begin in late 2012 or early 2013.

Site work began in April for Target’s planned $20 million, 165,000-square-foot “elevated” store south of ABQ Uptown that is scheduled to open in March 2013, creating 200 jobs.

UNM plans to build a $146 million, 185,000-square-foot adult-care hospital at the west end of the Health Sciences Center. Forecast employment was not immediately available for construction or operation of the facility, which is expected to open in July 2014.

A new Walmart Neighborhood Market is set to open this fall in the former Wild Oats location at Juan Tabo and Menaul NE in Albuquerque, employing about 90 full- and part-time workers.
Winrock Town Center’s redevelopment groundbreaking was scheduled for May 11. The project’s first phase will include three new restaurants—BJ’s Restaurant Inc., Dave & Buster’s, and Genghis Grill—and a 16-screen IMAX Regal Cinema.

WW Healthcare plans to open a skilled nursing and rehabilitation unit employing 110 workers at the proposed Las Estancias shopping center in the South Valley. The health facility’s construction phase is expected to generate more than 100 jobs.

Sony Pictures Imageworks will close its downtown Albuquerque studio in July when its current lease expires. Many of the company’s nearly 60 workers will be offered positions at other Sony locations in Culver City, Calif., and Vancouver, B.C.

Schott Solar, New Mexico’s only photovoltaic manufacturer, ended solar panel production July 29 and laid off 200 workers. The remaining 50 workers will leave this summer after concentrated solar production ramps down.

SANDOVAL COUNTY

Sandoval County accepted applications March 19–29 for 100 seasonal positions created through the 2012 Summer Youth Employment Program. Twenty candidates aged 15 to 17 from each of the county’s five commission districts were to be selected for job placement.

Stolar Research is moving most of its current staff from Raton to Rio Rancho and adding about 50 engineers and technicians for research and manufacturing operations at the new site. The company produces radio geophysics detection and imaging instruments.

Stream Global Services is adding 250 employees at its Rio Rancho call center to provide sales and customer support for a major wireless communications provider.

Sadie’s opened a third Albuquerque-area restaurant, located at the Santa Ana Star Casino, that will employ 130 by this summer. The new 15,000-square-foot eatery seats 320 and features banquet and entertainment facilities.

The 72-bed Sandoval Regional Medical Center is nearing completion in Rio Rancho’s City Center and was set to begin offering limited services on June 18, with a grand opening scheduled for July 7 and 8. The facility is expected to employ 325 initially.
Developers plan to break ground this fall on The Villas in Corrales, a $60 million senior continuing care community, creating 800 construction jobs and 140 permanent positions.

HP was expected to lay off up to 100 employees at its customer sales and technical support center in Rio Rancho as part of a companywide restructuring set to include the elimination of about 27,000 jobs by October.

**VALENCIA COUNTY**
- Applebee’s is planning to open a restaurant next year in Los Lunas at the northwest corner of Main Street and Los Cerritos Drive, in front of the Lowe’s home improvement store, employing 75 to 80 full- and part-time workers.

**Eastern Region**

**CURRY COUNTY**
- Manufacturing company Beauty Health and Science Innovations is still testing equipment but hopes to begin production soon at its Clovis facility. The company expects to employ 120 to 150 in its first year of operation and 350 by its third year.

- Minnesota-based National Renewable Solutions LLC will develop and manage a $30 million, 18-megawatt wind farm project, called Broadview Energy LLC, near Grady that will create 30 to 50 construction jobs and 2 to 3 permanent positions.

**EDDY COUNTY**
- Intrepid Potash received BLM approval to proceed with plans for a solution mining project 20 miles northeast of Carlsbad that will create 150 to 200 construction jobs and 30 to 40 long-term positions. The abandoned mine site was most recently occupied by Eddy Potash.

**LEA COUNTY**
- A new Denny’s restaurant was scheduled to open in Hobbs by mid-May or early July, employing 75 to 100 workers, with hiring to begin in mid-April.

- Intercontinental Potash has begun the environmental permitting work necessary to open and operate a planned potash mine in Lea County that is expected to be operational in 2014, employing 450 full-time workers.

- International Isotopes expects the Nuclear Regulatory Commission to issue construction and operating licenses in October for the company’s planned uranium deconversion facility west of Hobbs. The plant will employ 125 to 150 when operational in 2013.

- A new McDonald’s restaurant scheduled to open August 22 in Hobbs was recruiting to fill 100 openings.

- Pegasus cancelled plans to build its $1 billion Center for Innovation, Testing, and Evaluation (CITE) near Hobbs, citing land acquisition problems. The company is reviewing proposals from 15 other New Mexico communities interested in the project.

**LINCOLN COUNTY**
- CYFD scheduled a second public meeting for May 9 to discuss its planned reopening of a juvenile detention and rehabilitation facility at the former Camp Sierra Blanca site that would employ 50 full-time workers.

**Northern Region**

**CIBOLA COUNTY**
- A U.S. Forest Service decision is expected in early 2013 on Laramide Resources’ proposed uranium mine at La Jara Mesa, located ten miles northeast of Grants. The project would create 100 construction jobs and 200 permanent positions.

**LOS ALAMOS COUNTY**
- LANL is eliminating 80 contractor positions to further reduce costs in response to budget cuts. The lab trimmed 557 positions through a voluntary separation program in March and terminated 55 flexible-workforce employees in April.

**MCKINLEY COUNTY**
- Albuquerque-based HB Construction broke ground on the $8.6 million McKinley County Justice Complex July 26 in Gallup. The two-phase project, expected to be completed by October
2013, will create 50 to 75 construction jobs.

SAN MIGUEL COUNTY
The City of Las Vegas planned to hire more than 150 youths for various summer jobs lasting nine to 11 weeks. Positions were available with several city departments and (through MOUs) other government entities.

SANTA FE COUNTY
Bicycle Technologies International, a Santa-Fe based wholesaler of bicycle parts and accessories, announced plans to build a 50,000-square-foot distribution hub and call center in the Rancho Viejo area and hire up to 50 new employees over the next five years.

Drury Southwest started work on Santa Fe's biggest private construction project this year: the transformation of the former St. Vincent Hospital and adjacent Marian Hall into a hotel and retail complex. The first phase is scheduled for completion in early 2014.

Five Star Burgers opened a restaurant in Santa Fe's DeVargas Center, creating 50 new jobs. The regional chain also operates locations in Albuquerque and Taos, New Mexico; Denver, Colorado; and Clayton, Missouri.

TAOS COUNTY
Work was scheduled to begin July 21 on Kit Carson Electric Cooperative's $64 million broadband initiative to bring high-speed Internet access to every home and business in its service area. The project is expected to create 300 temporary jobs.

Southwestern Region

DOÑA ANA COUNTY
Convergys scheduled a job fair for August 22–23 to add 100 full-time workers at its Las Cruces call center to provide service and sales support for a telecommunications company.

Sitel planned to add 130 workers over two months at its Las Cruces call center to provide service for retail banking and
satellite television clients. The new employees would increase the company’s workforce to 630.

The Las Cruces Target store is adding a grocery department scheduled to open in mid-October, creating about 80 new jobs. LASER lists a current employee size range of 100 to 249.

Dick’s Sporting Goods is expected to open a Las Cruces store in late 2012 at the location formerly occupied by Sportsman’s Warehouse. A slightly larger Albuquerque store employs about 50.

The Coastal Deli Inc. franchise group is planning to open a Jason’s Deli restaurant in Las Cruces by late November, employing as many as 75 mostly full-time workers.

Union Pacific’s $400 million railyard project near Santa Teresa will employ about 1,000 construction workers later this year, up from around 170 currently. The operation will eventually create more than 600 permanent positions.

Construction is expected to begin in the next few weeks on a new Walmart Supercenter in Las Cruces. The East Mesa store is scheduled to open next summer, employing 250 to 300.

HIDALGO COUNTY

New Mexico Tech laid off all 70 members of its support staff in a complete restructuring at the financially troubled Playas Training and Research Center. The facility provided anti-terrorism and law enforcement instruction.

LUNA COUNTY

Element Power plans to break ground late this year on a 48.5-megawatt solar field near its Macho Springs Wind Energy Farm in northeastern Luna County. The project will create about 100 temporary construction jobs and two or three permanent positions.

Company CEO, John Johns, was said to be exploring options to avoid closing Proper Foods’ manufacturing plant in Deming. Closure would displace 125 to 130 workers.

SIERRA COUNTY

New Mexico Copper Corp. will invest $200 to $300 million to restart production at the Copper Flat Mine near Hillsboro by late 2014 or early 2015, creating 400 to 500 construction jobs and 150 to 200 permanent positions.
This section provides information on the following three separate labor market measurements for each region and county in New Mexico:

**EMPLOYMENT**
- Historical year-over-year percentage changes in employment for January 2009 through March 2012
- Year-over-year changes in employment for the most recent quarter for which data is available (1st quarter 2012).
- Information on industries that experienced the largest employment changes (gains or losses) for the most recent quarter for with data is available. When applicable, it is noted when employment changes were due to a one-time location or code change in a particular industry in the Quarterly Census of Employment & Wages (QCEW) program. One-time code changes represent updates to the categorization of the data and not necessarily actual job losses or gains.

**UNEMPLOYMENT RATE**
- The most recent unemployment rate available (August 2012) compared to the previous month (July 2012) and the same month for the previous year (August 2011). Rates presented are all non-seasonally adjusted.

**AVERAGE WEEKLY WAGES:**
- A map showing the range of average weekly wages for each county by region.

Note that percentage changes in year-over-year employment can appear significantly large in small counties. A county’s population and employment size will contribute to more drastic percentage changes, while numerical changes remain small. It is important to be aware that year-over-year employment fluctuations from quarter to quarter are typically expected (often in relation to seasonality and other factors) and an evaluation of long-term trends would require a historical analysis beyond the most recent quarter.

### Central Region County News

None of the central counties experienced year-over-year job growth in the first quarter of 2012 (as was the case in the fourth quarter of 2011). Over-the-year losses were greatest in Valencia and Torrance counties, although losses in Valencia were mostly due to industry code changes in the QCEW program. All four central counties saw a decrease in the unemployment rate between July and August of 2012 and a decrease from rates seen the same month of the previous year. Changes in employment somewhat stagnated over 2011 and into 2012, after significant employment losses during and directly after the recession. The central counties continue to struggle with employment loss.

### Bernalillo County

Bernalillo County employment was 0.9 percent less (approximately 2,740 jobs) in the first quarter of 2012 than the same quarter the previous year. The unemployment rate was 6.6 percent in August 2012, down from 7.6 percent in July and 8.0 percent a year earlier. The average weekly wage was $824.

### Sandoval County

Sandoval County employment was 0.7 percent less (approximately 200 jobs) in the first quarter of 2012 than the same quarter the previous year. Sandoval County’s unemployment rate was 7.6 percent in August 2012, down from 8.9 percent in July and 9.1 percent a year earlier. The average weekly wage was $901.

### Torrance County

Torrance County employment was 1.3 percent less (approximately 40 jobs) in the first quarter of 2012 than the same quarter the previous year. Torrance County’s unemployment rate was 7.2 percent in August 2012, down from 8.6 percent in July and 9.9 percent a year earlier. The average weekly wage was $575.
VALENCIA COUNTY
QCEW data shows Valencia County losing nearly 1,700 jobs in the first quarter of 2012. It is important to note, however, that a majority of these losses were due to non-economic data changes within the QCEW program. This indicates that these jobs were not necessarily lost, but reclassified. Excluding the changes from the reclassifications, employment changes within the county were negligible. Valencia County’s unemployment rate was 7.3 percent in August 2012, down from 8.7 percent in July and 9.1 percent a year earlier. The average weekly wage was $559.

Eastern Region County News

Four of the 12 eastern counties experienced year-over-year job growth in the first quarter of 2012 (Eddy, Lea, Otero, and Roosevelt). Growth was greatest in Lea County and losses were greatest in De Baca and Chaves. The unemployment rates in all of the eastern counties decreased between July and August of 2012, and were less in August of 2012 than the same month of the previous year. While Eddy and Lea counties have seen quickly increasing employment growth since 2010, most of the eastern counties appear to be struggling to maintain consistent employment growth.

CHAVES COUNTY
Chaves County employment was 2.0 percent more (approximately 430 jobs) in the first quarter of 2012 than the same quarter the previous year. Chaves County’s unemployment rate was 6.0 percent in August 2012, down from 7.2 percent in July and 7.2 percent a year earlier. The average weekly wage was $610.

CURRY COUNTY
Curry County employment was 0.5 percent less (approximately 90 jobs) in the first quarter of 2012 than the same quarter the previous year. Curry County’s unemployment rate was 4.5 percent in August 2012, down from 5.1 percent in July and 5.4 percent a year earlier. The average weekly wage was $619.

12-Month Percentage Changes in Employment
Eastern Region, Top 4 Populated Counties, January 2009 to March 2012
DE BACA COUNTY
De Baca County employment was 3.1 percent less (approximately 20 jobs) in the first quarter of 2012 than the same quarter the previous year. De Baca County’s unemployment rate was 3.9 percent in August 2012, down from 4.2 percent in July and 4.9 percent a year earlier. The average weekly wage was $521.

EDDY COUNTY
Eddy County employment was 2.1 percent greater (approximately 520 jobs) in the first quarter of 2012 than the same quarter the previous year. Eddy County’s unemployment rate was 3.6 percent in August 2012, down from 4.4 percent in July and 4.7 percent a year earlier. The average weekly wage was $919.

GUADALUPE COUNTY
Guadalupe County employment was 1.9 percent less (approximately 30 jobs) in the first quarter of 2012 than the same quarter the previous year. Guadalupe County’s unemployment rate was 8.8 percent in August 2012, down from 10.4 percent in July and 10.9 percent a year earlier. The average weekly wage was $482.

HARDING COUNTY
Harding County employment was 1.7 percent less in the first quarter of 2012 than the same quarter the previous year. Harding County’s unemployment rate was 4.0 percent in August 2012, down from 4.4 percent in July and 4.6 percent a year earlier. The average weekly wage was $536.

LEA COUNTY
Lea County employment was 8.2 percent greater (approximately 2,240 jobs) in the first quarter of 2012 than the same quarter the previous year. Lea has experienced strong growth over the last several quarters and the majority of that growth has been in the mining industry. Lea County’s unemployment rate was 3.8 percent in August 2012, down from 4.6 percent in July and 5.3 percent a year earlier. The average weekly wage was $939.

LINCOLN COUNTY
Lincoln County employment was 1.7 percent less (approximately 110 jobs) in the first quarter of 2012 than the same quarter the previous year. Lincoln County’s unemployment rate was 4.6 percent in August 2012, down
from 5.4 percent in July and 5.3 percent a year earlier. The average weekly wage was $538.

**OTERO COUNTY**

Otero County employment was 2.7 percent greater (approximately 470 jobs) in the first quarter of 2012 than the same quarter the previous year. Otero County's unemployment rate was 5.7 percent in August 2012, down from 6.6 percent in July and 6.7 percent a year earlier. The average weekly wage was $628.

**QUAY COUNTY**

Quay County employment was nearly the same in the first quarter of 2012 than the same quarter the previous year. The
county lost less than 20 jobs over the year. Quay County’s unemployment rate was 6.6 percent in August 2012, down from 7.5 percent in July and 8.6 percent a year earlier. The average weekly wage was $531.

ROOSEVELT COUNTY

Roosevelt County employment was 0.7 percent greater (approximately 50 jobs) in the first quarter of 2012 than the same quarter the previous year. Roosevelt County’s unemployment rate was 4.7 percent in August 2012, down from 5.5 percent in July and 5.8 percent a year earlier. The average weekly wage was $590.

UNION COUNTY

Union County employment was 1.1 percent less (approximately 10 jobs) in the first quarter of 2012 than the same quarter the previous year. Union County’s unemployment rate was 3.9 percent in August 2012, down from 4.6 percent in July and 4.7 percent a year earlier. The average weekly wage was $569.

Northern Region

County News

Three of the 10 northern counties experienced year-over-year job growth in the first quarter of 2012. Over-the-year losses were greatest in Colfax, Taos, and Rio Arriba counties. All of the northern counties saw a decrease in the unemployment rate between July and August of 2012, and all but Los Alamos
County saw a decrease from rates seen the same month of the previous year. The northern counties continue to struggle with employment growth, although both Cibola and Los Alamos counties did see growth in the first quarter of 2012. Additionally, San Miguel and Mora counties are still not experiencing over-the-year employment growth, but losses have steadily slowed.

**CIBOLA COUNTY**
Cibola County employment was 1.9 percent greater (approximately 140 jobs) in the first quarter of 2012 than the same quarter the previous year. Cibola County's unemployment rate was 6.1 percent in August 2012, down from 7.2 percent in July and 7.6 percent a year earlier.

**COLFAX COUNTY**
Employment in Colfax County was about 4.8 percent less (approximately 240 jobs) in the first quarter of 2012 than the same quarter in 2010. The largest employment losses occurred in Retail Trade, Food Services, and Construction. Colfax County's unemployment rate was 6.0 percent in August 2012, down from 6.8 percent in July and 6.8 percent a year earlier. The average weekly wage was $559.

**LOS ALAMOS COUNTY**
Los Alamos County employment was 0.6 percent greater (approximately 100 jobs) in the first quarter of 2012 than the same quarter the previous year. Los Alamos County's unemployment rate was 3.3 percent in August 2012, down from 3.7 percent in July and nearly unchanged from 3.2 percent a year earlier. The average weekly wage was $1,351.

**MCKINLEY COUNTY**
McKinley County employment was 1.4 percent less (approximately 310 jobs) in the first quarter of 2012 than the same quarter the previous year. McKinley County's unemployment rate was 8.4 percent in August 2012, down from 9.9 percent in July and 10.1 percent a year earlier. The average weekly wage was $604.
MORA COUNTY
Mora County employment was 1.4 percent less (approximately 10 jobs) in the first quarter of 2012 than the same quarter the previous year. Mora County’s unemployment rate was 11.8 percent in August 2012, down from 13.0 percent in July and 14.5 percent a year earlier. The average weekly wage was $559.

RIO ARRIBA COUNTY
QCEW data shows that Rio Arriba County employment was 2.1 percent less (approximately 200 jobs) in the first quarter of 2012 than the same quarter the previous year. Rio Arriba County’s unemployment rate was 7.3 percent in August 2012, down from 8.5 percent in July and 8.2 percent a year earlier. The average weekly wage was $594.

SAN JUAN COUNTY
San Juan County employment
was 2.6 percent greater (approximately 1,240 jobs) in the first quarter of 2012 than the same quarter the previous year. San Juan County’s unemployment rate was 6.8 percent in August 2012, down from 7.8 percent in July and 8.1 percent a year earlier. The average weekly wage was $851.

SAN MIGUEL COUNTY
San Miguel County employment was 0.9 percent less (approximately 70 jobs) in the first quarter of 2012 than the same quarter the previous year. San Miguel County’s unemployment rate was 7.2 percent in August 2012, down from 7.9 percent in July and 8.7 percent a year earlier. The average weekly wage was $565.

SANTA FE COUNTY
Santa Fe County employment was 1.0 percent less (approximately 590 jobs) in the first quarter of 2012 as the same quarter in 2010. Santa Fe
County's unemployment rate was 5.0 percent in August 2012, down from 5.8 percent in July and 6.1 percent a year earlier. The average weekly wage was $758.

**TAOS COUNTY**
Taos County employment was 3.2 percent less (approximately 340 jobs) in the first quarter of 2012 than the same quarter the previous year. The largest employment losses occurred in Health Care and Accommodation and Food Services. Taos County’s unemployment rate was 8.4 percent in August 2012, down from 9.5 percent in July and 9.4 percent a year earlier. The average weekly wage was $554.

### Southwestern Region County News
Three of the 7 southwestern counties experienced year-over-year job growth in the first quarter of 2012. Over-the-year losses were greatest in Luna County, although losses were not as large as previously experienced. The southwestern counties that saw employment losses did not experience losses that were extremely large. Catron County experienced the largest gains, although the small population does create larger percentage changes. All of the southwestern counties saw a decrease in the unemployment rate between July and August of 2012, and all but one county experienced a decrease from rates seen the same month of the previous year (Hidalgo being the exception). Employment losses seemed to have steadied somewhat in the first quarter of 2012, with several of the southwestern counties experiencing losses or gains close to zero.

**CATRON COUNTY**
Catron County employment was 14.5 percent greater (approximately 80 jobs) in the first quarter of 2012 than the same quarter the previous year. The majority of growth in Catron over the first quarter occurred in public employment.
and health care. Catron County’s unemployment rate was 5.5 percent in August 2012, down from 6.7 percent in July and 6.9 percent a year earlier. The average weekly wage was $472.

**DOÑA ANA COUNTY**
Doña Ana County employment was 0.2 percent less (approximately 160 jobs) in the first quarter of 2012 than the same quarter the previous year. Doña Ana County’s unemployment rate was 6.5 percent in August 2012, down from 7.8 percent in July and 7.5 percent a year earlier. The average weekly wage was $670.

**GRANT COUNTY**
Grant County employment was 4.9 percent greater (approximately 440 jobs) in the first quarter of 2012 than the same quarter the previous year. Grant County’s unemployment rate was 6.5 percent in August 2012, down from 7.3 percent in July and 7.8 percent a year earlier. The average weekly wage was $741.

**HIDALGO COUNTY**
Hidalgo County employment was 0.3 percent less in the first quarter of 2012 than the same quarter the previous year. Hidalgo County’s unemployment rate was 6.0 percent in August 2012, down from 7.2 percent in but up from 5.8 percent a year earlier. The average weekly wage was $678.

**LUNA COUNTY**
Luna County employment was 0.6 percent less (approximately 40 jobs) in the first quarter of 2012 than the same quarter the previous year. Luna County’s unemployment rate was 13.1 percent in August 2012, down from 16.5 percent in July and 14.1 percent a year earlier. The average weekly wage was $626.

**SIERRA COUNTY**
Sierra County employment was 4.9 percent less (approximately 150 jobs) in the first quarter of 2012 than the same quarter the previous year. The largest employment losses occurred in Construction. Sierra County’s unemployment rate was 5.3 percent in August 2012, down from 6.2 percent in July and 6.0 percent a year earlier. The average weekly wage was $537.

**SOCORRO COUNTY**
Socorro County employment was 0.9 percent greater (approximately 50 jobs) in the first quarter of 2012 than the same quarter the previous year. Socorro County’s unemployment rate was 4.7 percent in August 2012, down from 5.4 percent in July and 6.1 percent a year earlier. The average weekly wage was $650.
Average Wages, 1st Quarter 2012
Southwestern Region
(NM = $781; Region = $741)
WAGE INFORMATION sheets are now available online for all four regions. The wage data is organized by major occupational group, ranging from computer occupations to construction and extraction occupations. The data includes starting wages and average wages. The wage sheets are available online under the “Wages” tab at: www.dws.state.nm.us/LaborMarketInformation/Publications/EconomicResearchPublications.

2008-2018 PROJECTIONS IN-BRIEF publications are now available online for all four regions. The projections are presented for major industries and occupations. The publication also identifies the fastest growing occupations and industry subsectors as well as in-demand occupations. The in-brief publications are available online under the “Publications” tab at: www.dws.state.nm.us/LaborMarketInformation/DataandStatistics/EconomicData. The 2009-2019 Projection In-Brief publication will be available online in the first quarter of 2013.

THE 2012 STATE OF THE WORKFORCE report was released in January 2012. The State of the Workforce is an annual publication that provides information on labor force demographics, as well as statistics on current and future workforce supply and demand. The 2011 State of the Workforce report is available online under the “Publications” tab at: www.dws.state.nm.us/LaborMarketInformation/Publications/EconomicResearchPublications. The 2013 State of the Workforce will be available online in the first quarter of 2013.

THE 2012 ANNUAL SOCIAL AND ECONOMIC INDICATORS report is now available online. This publication contains frequently requested information on population, personal income, employment, wages, poverty, industry and occupational forecasts, labor surplus areas and educational data. The information is based on data available from a wide range of sources, and this PDF now includes interactive links to data sources. http://www.dws.state.nm.us/LaborMarketInformation/Publications/EconomicResearchPublications. The 2013 Annual Social and Economic Indicators Report will be available online in the first quarter of 2013.

Keep an eye out for the most current Labor Market Review (LMR) publication. You can find the most recent as well as past Labor Market Reviews under the “Publications” tab at: http://www.dws.state.nm.us/LMI/dws-lmr-past.html.
Unlock your workforce!

The Department of Workforce Solutions is here to assist your business with the growth and development of your current and future workforce. WorkKeys deals with the foundational skills required by all jobs, such as reading, mathematics, and locating information. These skill level results can be used along with a resume, interview, company test, and other company hiring criteria to help you make the best choice. Each individual that takes the WorkKeys three core assessments qualifies for a Career Readiness Certificate, a portable credential that confirms the workplace skills possessed by that individual. By using WorkKeys, you can also:

- Assess skill level requirements for specific jobs
- Evaluate skill levels of potential applicants
- Evaluate the skill levels of current employees for company advancement opportunities

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