Minority Workers and Business Owners in the Southwestern Workforce Region
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.

To view past editions of the Regional Review go to www.dws.state.nm.us and look under “Labor Market Information” and “Economic Research Publications.”
What to Know About the Data

Employment and unemployment data available through the U.S. Bureau of Labor Statistics (BLS) are the most frequently used data when analyzing the labor market. BLS data, however, don’t always give a detailed picture of businesses or the workforce, especially when looking at the labor markets of smaller geographies. Data from the U.S. Census Bureau (Census) comes to the rescue in that it provides more detailed data on business establishments and the workers they employ.

In this article we use employment data by worker race and ethnicity, available through the Census’ Center for Economic Studies, to measure minority workers in the Southwestern Region of New Mexico. The Census combines federal, state, and Census data on employers and employees under the Longitudinal Employer-Household Dynamics (LEHD) program. Data are released in several products, including the Quarterly Workforce Indicators (QWI), which is the specific source for the data presented in this article. You can access QWI data and data resources at https://lehd.ces.census.gov.

The data presented here are averages of quarterly employment data for second quarter 2014 through first quarter 2015. Four quarters were used to capture an entire year’s worth of data and to reduce any seasonal impacts that would occur in individual quarters. Beginning-of-quarter employment counts are used. These estimate the total number of jobs on the first day of the reference quarter and are similar to point-in-time employment measures.

Some data, especially for smaller geographies and more detailed measurements, are not released due to Census publication standards and/or distortion. Instances of these issues are not specifically noted. Estimates may exclude some data that were not released in the data source.

Defining Minority Workers

Minority workers are defined as workers reporting either as an ethnic minority, a race minority, or both.

- An **ethnic minority** is a person reporting their ethnicity as Hispanic/Latino and their race as White. This may also be referred to as “Hispanic/Latino, Alone.”

- A **race minority** is a person reporting their ethnicity as not Hispanic/Latino and their race as non-White (Black or African American, American Indian or Alaska Native, Asian, another race, or two or more races).

- An **ethnic and race minority** is a person reporting their ethnicity as Hispanic/Latino and their race as non-White.

Nonminority workers are workers who identify their ethnicity as not Hispanic/Latino and their race as White. Because a person can be an ethnic and race minority, there is some overlap when measuring ethnic minorities of any race and race minorities of any ethnicity.

**Abbreviations:** Hispanic/Latino is abbreviated as “Hisp./Latino” and “H/L” in certain charts. Black or African American is abbreviated as “Black” in charts. American Indian or Alaska Native is always abbreviated to “American Indian” or “Amer. Indian,” as Alaska Natives make up a very small portion of the race category in New Mexico. Two or more races is abbreviated as “Two+ Races.”
Jobs Held by Minorities

Between second quarter 2014 and first quarter 2015, approximately 58,147, or 62.6 percent, of jobs in the Southwestern Workforce Region were held by minority workers. Over half of all jobs (49,249, or 53.0 percent) were held by ethnic minorities, or Hispanic/Latino workers reporting their race as White. About 5,064, or 5.5 percent, of jobs were held by race minorities, while about 3,834, or 4.1 percent, of jobs were held by ethnic and race minorities. (See Exhibit 1.)

A larger percentage of jobs were held by minorities in the Southwestern Region than in the state as a whole. About 423,864, or 54.9 percent, of jobs in New Mexico were held by minorities, compared to 62.6 percent in the Southwestern Region (a difference of 7.7 percentage points). Most of the jobs employing minorities were held by ethnic minorities. Jobs held by ethnic minorities made up 53.0 percent of all jobs and nearly 85 percent of jobs held by minorities in the Southwestern Region. Statewide, jobs held by ethnic minorities, totaling 299,133, comprised 38.8 percent of all jobs and just over 70 percent of jobs held by minorities. The percentage of jobs held by ethnic minorities in the Southwestern Region exceeded the percentage of jobs held by that group in the state by 14.2 percentage points. (See Exhibit 2.)

The percentage of jobs held by race minorities and ethnic and race minorities statewide exceeded the percentage of jobs held by those groups in the Southwestern Region by 6 percentage points and 1 percentage point, respectively. Statewide, 85,698 jobs were held by race minorities, representing 11.1 percent of all jobs and around 20 percent of jobs held by race minorities statewide. In the Southwestern Region, 5.1 percent of all jobs and
about 9 percent of jobs held by minorities were held by race minorities. On the other hand, just over 5 percent of all jobs and 9 percent of minority jobs were held by ethnic and race minorities in the state, totaling about 39,033 jobs. In the Southwestern Region, these percentages were 4 and 7 percent, respectively.

**Jobs by Detailed Minority Group**

Most race and ethnic and race minority groups were more represented statewide than in the Southwestern Region. The share of jobs held by (1) persons identifying as another race and either Hispanic/Latino or not Hispanic/Latino and (2) Hispanic/Latinos also identifying as Asian were the same in the state and the Southwestern Region. The region’s share of workers identifying as Black or African American and Hispanic/Latino only exceeded that of the state by 0.2 percentage point.

The third largest percentage of jobs in the Southwestern Region (and second largest percentage by a minority group) were held by Hispanic/Latino workers who also identified as Black or African American. An average 2.1 percent of all jobs were held by this minority group. The fourth largest percentage of jobs (1.8 percent) were held by Hispanic/Latino American Indians. The only other minority groups holding more than 1 percent of all jobs in the Southwestern Region were non-Hispanic/Latino American Indians (1.5 percent) and non-Hispanic/Latino Asians (1.3 percent). (See Exhibit 3.)

**Jobs Held by Minorities in the Southwestern Counties**

Exhibits 4 and 5 show the share of minority and nonminority workers in the Southwestern Region’s counties. Luna County had the largest percentage of jobs (67.7 percent) and Catron had the smallest
percentage of jobs (31.6 percent) held by minority workers. This represented 4,968 and 157 jobs, respectively. The percentage of jobs held by ethnic minorities was larger than the percentage of jobs held by race minorities and ethnic and race minorities in all seven southwestern counties. The share of all jobs held by ethnic minorities ranged from 23.3 percent (73.7 percent of jobs held by minorities) in Catron County to 59.3 percent (87.6 percent of jobs held by minorities) in Luna County.

Socorro County had the largest percentage of jobs held by race and ethnic and race minorities of all seven counties. About 13 percent of all jobs and 23 percent of jobs held by minorities were held by race minorities. About 6 percent of all jobs and 11 percent of jobs held by minorities were held by ethnic and race minorities. Based on the distribution of jobs across race minorities and ethnic and race minorities, it appears that Socorro had the most diverse workforce of the southwestern counties.

While Catron had the smallest percentage of jobs held by minority workers of the counties, its race minority and ethnic and race minority workers

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### EXHIBIT 4
Jobs by Minority/Nonminority Status
Southwestern Counties, Second Quarter 2014 to First Quarter 2015

<table>
<thead>
<tr>
<th>SW Region</th>
<th>All Jobs</th>
<th>Ethnic &amp; Race Minority</th>
<th>Race Minority</th>
<th>Ethnic Minority (Hisp./Latino)</th>
<th>Non-Minority White, Not Hisp./Latino</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catron</td>
<td>4,844</td>
<td>5.5%</td>
<td>23.3%</td>
<td>53.0%</td>
<td>37.4%</td>
</tr>
<tr>
<td>Doña Ana</td>
<td>6,724</td>
<td>6.1%</td>
<td>20.7%</td>
<td>55.2%</td>
<td>35.4%</td>
</tr>
<tr>
<td>Grant</td>
<td>9,010</td>
<td>8.7%</td>
<td>27.3%</td>
<td>51.4%</td>
<td>46.2%</td>
</tr>
<tr>
<td>Hidalgo</td>
<td>7,341</td>
<td>7.4%</td>
<td>25.9%</td>
<td>59.3%</td>
<td>50.8%</td>
</tr>
<tr>
<td>Luna</td>
<td>3,184</td>
<td>4.1%</td>
<td>13.4%</td>
<td>56.4%</td>
<td>42.1%</td>
</tr>
<tr>
<td>Sierra</td>
<td>4,844</td>
<td>5.5%</td>
<td>23.3%</td>
<td>53.0%</td>
<td>37.4%</td>
</tr>
<tr>
<td>Socorro</td>
<td>4,844</td>
<td>5.5%</td>
<td>23.3%</td>
<td>53.0%</td>
<td>37.4%</td>
</tr>
</tbody>
</table>

### EXHIBIT 5
Jobs by Minority Status as a Percentage of All Jobs Held by Minorities
Southwestern Counties, Second Quarter 2014 to First Quarter 2015

<table>
<thead>
<tr>
<th>SW Region</th>
<th>Ethnic &amp; Race Minority</th>
<th>Race Minority</th>
<th>Ethnic Minority (H/L)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Catron</td>
<td>8.7%</td>
<td>15.9%</td>
<td>84.7%</td>
</tr>
<tr>
<td>Doña Ana</td>
<td>6.4%</td>
<td>10.5%</td>
<td>85.4%</td>
</tr>
<tr>
<td>Grant</td>
<td>6.3%</td>
<td>8.2%</td>
<td>86.9%</td>
</tr>
<tr>
<td>Hidalgo</td>
<td>6.1%</td>
<td>6.9%</td>
<td>87.1%</td>
</tr>
<tr>
<td>Luna</td>
<td>6.0%</td>
<td>6.9%</td>
<td>87.6%</td>
</tr>
<tr>
<td>Sierra</td>
<td>6.9%</td>
<td>11.8%</td>
<td>81.2%</td>
</tr>
<tr>
<td>Socorro</td>
<td>10.9%</td>
<td>22.6%</td>
<td>66.4%</td>
</tr>
</tbody>
</table>
made up a larger percentage of minority-held jobs than all other counties except Socorro. About 16 percent of jobs employing minorities were held by race minorities, while 10 percent were held by ethnic and race minorities. Socorro and Catron Counties were the only counties where jobs held by race minority and ethnic and race minority workers made up over 20 percent of jobs employing minority workers.

**Jobs by Detailed Minority Group in the Southwestern Counties**

In Doña Ana, Grant, Hidalgo, and Luna Counties, jobs held by workers identifying as Black or African American and not Hispanic/Latino represented the largest percentage of jobs held by race minorities. (See Exhibit 6. Note that ethnic and race minorities are not shown in detail due to data limitations.) In Catron, Sierra, and Socorro Counties, jobs held by non-Hispanic/Latino American Indians represented the largest percentage of jobs held by race minorities.

Socorro County was the only southwestern county in which the share of jobs held by a race minority, in this case non-Hispanic/Latino American Indians, exceeded the share held by all ethnic and race minorities. Around 65 percent of jobs employing ethnic and race minorities in the county, however, employed Hispanic/Latino American Indians. This ethnic and race minority group represented at least 40 percent of all jobs held by ethnic and race minorities in all seven counties.

**Jobs Held by Minorities in the Southwestern Counties by Major Industry**

The agriculture and manufacturing industries had the largest percentage of jobs held by minority workers (73.4 and 71.7 percent, respectively) in the Southwestern Region. The information and professional, scientific, and technical services industries had the smallest shares of jobs held by minority workers both in the region and in the state. The state government sector joined agriculture in having the largest share of minority
workers statewide. A larger percentage of jobs were held by minorities in all industries in the Southwestern Region than in the state as a whole, reflecting the larger share of minority workers in the region overall.

The difference between the Southwestern Region’s share of jobs held by minorities and the state’s share was largest in the manufacturing industry. Nearly 72 percent of jobs in the manufacturing industry in the Southwestern region were held by minorities, compared to about 56 percent statewide (a difference of around 16 percentage points). The Southwestern Region is not only known for its agriculture industry but also the manufacturing associated with seasonal crops, such as green and red chile. This likely drives the large percentage of minority workers in the manufacturing industry. The share of minority workers in the Southwestern Region’s wholesale trade and agriculture industries exceeded the share in those industries statewide by 10.5 and 10.3 percentage points, respectively. The Southwestern Region and state’s shares of minority workers were most similar in the management of companies and enterprises and state government sectors.

### Average Monthly Wages of Minority-Held Jobs

Two conclusions stand out when looking at minority and nonminority average monthly wages. The first is that workers in the Southwestern Region make less than workers statewide, on average. The second is that minority workers almost always earn less, on average, than nonminority workers, with few exceptions.

**EXHIBIT 7**

Percent of Minority Employment by Major Industry
Southwestern Region, Second Quarter 2014 to First Quarter 2015

<table>
<thead>
<tr>
<th>Industry</th>
<th>New Mexico</th>
<th>SW Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>63.1%</td>
<td>73.4%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>55.5%</td>
<td>71.7%</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>59.3%</td>
<td>66.9%</td>
</tr>
<tr>
<td>Construction</td>
<td>59.1%</td>
<td>65.7%</td>
</tr>
<tr>
<td>State Government</td>
<td>64.8%</td>
<td>65.7%</td>
</tr>
<tr>
<td>Arts, Entertainment &amp; Recreation</td>
<td>57.0%</td>
<td>65.7%</td>
</tr>
<tr>
<td>Accommodation &amp; Food Svcs</td>
<td>59.7%</td>
<td>63.5%</td>
</tr>
<tr>
<td>Admin./Support &amp; Waste Mgmt Svcs</td>
<td>57.5%</td>
<td>63.5%</td>
</tr>
<tr>
<td>Transportation &amp; Warehousing</td>
<td>56.7%</td>
<td>63.4%</td>
</tr>
<tr>
<td>All Industries</td>
<td>54.9%</td>
<td>62.6%</td>
</tr>
<tr>
<td>Utilities</td>
<td>55.6%</td>
<td>61.9%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>57.0%</td>
<td>61.5%</td>
</tr>
<tr>
<td>Finance &amp; Insurance</td>
<td>51.1%</td>
<td>59.4%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>48.8%</td>
<td>59.3%</td>
</tr>
<tr>
<td>Real Estate &amp; Rental</td>
<td>49.5%</td>
<td>58.0%</td>
</tr>
<tr>
<td>Educational Svcs</td>
<td>47.7%</td>
<td>57.5%</td>
</tr>
<tr>
<td>Mining</td>
<td>52.3%</td>
<td>56.3%</td>
</tr>
<tr>
<td>Other Services (Ex. Government)</td>
<td>50.5%</td>
<td>55.2%</td>
</tr>
<tr>
<td>Mgmt of Companies &amp; Enterprises</td>
<td>52.9%</td>
<td>53.6%</td>
</tr>
<tr>
<td>Information</td>
<td>47.2%</td>
<td>48.8%</td>
</tr>
<tr>
<td>Professional, Scientific &amp; Technical Svcs</td>
<td>36.9%</td>
<td>46.8%</td>
</tr>
</tbody>
</table>
Statewide average monthly wages exceeded the Southwestern Region’s average monthly wages for all race and ethnicity groups, non-minorities and minorities alike. Nonminority workers in the Southwestern Region earned 83 cents for every dollar earned by nonminority workers statewide. Minority workers in the region earned 87 cents for every dollar earned by minority workers statewide. (See Exhibit 8.)

In New Mexico, the nonminority average monthly wage of $4,232 exceeded the minority average monthly wage of all minority groups. Minority workers across the detailed minority groups earned 61 to 81 cents for every dollar earned by nonminority workers. The minority group with the largest average monthly wage was non-Hispanic/Latino Asians, at $4,190. The group with the second largest average monthly wage was non-Hispanic/Latinos of two or more races ($3,415). In the Southwestern Region, the nonminority average monthly wage of $3,393 exceeded the minority average monthly wage of all minority groups, except non-Hispanic/Latino Asians. That minority group earned an average $4,067 a month over the period. Minority workers across the detailed minority groups earned 61 to 81 cents for every dollar earned by nonminority workers. The minority group with the second largest average monthly wage in the region was non-Hispanic/Latinos of two or more races ($2,754), followed by Hispanic/Latinos also identifying as Asians and non-Hispanic/Latinos identifying as Black or African American.
What to Know About the Data

The U.S. Census Bureau provides information on the gender, ethnicity, race, and veteran status of businesses and business owners. This survey, called the Survey of Business Owners, is conducted every five years. The most recent survey results were released in late 2015, with data for 2012.

Approximately 1.75 million businesses throughout the country were selected for this survey. Included were all nonfarm businesses classified as individual (sole) proprietorships, partnerships, or any type of corporation, having receipts of $1,000 or more. The survey covers both firms with paid employees and firms without any paid employees. Additional information on this survey can be found at: [http://www.census.gov/econ/sbo/index.html](http://www.census.gov/econ/sbo/index.html).

Some data, especially for smaller geographies, are not available due to Census publication standards. Instances of these issues are specifically noted. Some data were calculated by the author and have been noted.

Definitions Used in this Section

**Minority-owned** firms have an owner or owners who identify with at least one of the following races and ethnicities: Hispanic or Latino, Black or African American, American Indian or Alaska Native, Asian, Native Hawaiian or Other Pacific Islander, and/or some other race. A Hispanic or Latino firm may be of any race. Also, each owner had the option of selecting more than one race and is included in each race selected.

**Nonminority-owned** firms have an owner who classifies himself/herself or owners who classify themselves as non-Hispanic and White.

**Equally minority-/nonminority-owned firms** have at least two owners, one that is a minority and one that is not a minority.

**Equally male-/female-owned firms** have at least two owners, one of each gender.

**Publicly held firms** include corporate enterprises owned by many shareholders and are not classifiable by gender, ethnicity, race, or veteran status.

**Veteran-owned firms** have an owner that is or owners that are U.S. military service veterans.

**Equally veteran-/nonveteran-owned firms** have at least two owners, one that is a U.S. military service veteran and one that is not.

Minority-Owned Firms

In New Mexico in 2012, there were 60,622 minority-owned firms. Nearly one out of five, or 11,141 firms, were located in the Southwestern Region of the state. The majority of businesses in the region were owned by minorities. The share of all firms in the Southwestern Region that were minority-owned was 50.7 percent, much higher than the statewide average of 40.1 percent.

The number of nonminority-owned firms in the Southwestern Region was 9,555, a figure nearly 15 percent less than the number of minority-owned firms. Nonminority-owned firms have an owner who classifies himself/herself or owners who classify themselves as non-Hispanic and White. The share of all firms in the Southwestern Region that were nonminority-owned was 43.5 percent, much lower than the statewide average of 55.4 percent.

The majority of businesses in Doña Ana County and Luna County were owned by minorities. As seen in Exhibit 1, Doña Ana County, at 55.8 percent, had the largest share of minority-owned businesses of any other county in the Southwestern Region. The share of minority-owned businesses in Luna was 52.7 percent, totaling 713 minority-owned firms. The county with the third largest share of minority-owned businesses in the region was Socorro, at 45.2 percent, for a total of 434 minority-owned firms. Catron County had the smallest share, with 40 minority-owned firms and, consequently, the largest share of nonminority-owned firms (79.7 percent) in the region. Sierra County had 66.7 percent of its firms owned by nonminorities, and Grant had 65.8 percent of its firms nonminority-owned.
The total value of the sales, receipts, and shipments of all minority-owned firms in the region was $1.3 billion. Just over 10 percent of minority-owned firms in the region had paid employees. These firms employed over 9,000 people during the third week of March 2012 and had an annual payroll of over $236 million. Almost 90 percent of minority-owned firms in the region did not have any paid employees (i.e., they were individual (sole) proprietorships), a rate slightly higher than the statewide average of 87.6 percent and higher than the 80.0 percent of all firms in the region who did not have any paid employees.

Firms by Gender
Almost 14 percent of all female-owned firms in the state were located in the Southwestern Region. The number of female-owned firms totaled 8,199, with over three out of four of those located in Doña Ana County. As seen in Exhibit 2, the share of all businesses in the region that were female-owned was 37.3 percent, slightly lower than the statewide average of 39.0 percent.

The total value of the sales, receipts, and shipments of female-owned firms in the Southwestern Region was over $7.9 million. Just over 10 percent of all female-owned firms in the region had paid employees. This figure is slightly lower than the statewide average of all female-owned firms with paid employees (11.4 percent) and nearly half the regional average of 20.0 percent for all businesses. Female-owned firms in the region employed over 7,200 people during the third week of March 2012 and had an annual payroll of over $154 million. The remaining 89.9 percent of female-owned businesses were individual proprietorships.

There were 10,442 male-owned firms in the region, constituting 47.5 percent of all firms. The number
of male-owned firms grew by 1,013 firms, or 10.7 percent, between 2007 and 2012. The percentage of male-owned firms in the region with paid employees, at 20.4 percent, was over twice the rate of female-owned firms with paid employees. Firms that were equally male-/female-owned made up 11.7 percent of all firms in the region, nearly the same rate as the statewide figure of 11.3 percent.

**Firms by Race**

Almost 80 percent of all businesses in the Southwestern Region in 2012 were White-owned, a figure slightly higher than the average of 79.0 percent for all businesses in the state that were White-owned. The number of White-owned firms in the region fell from 19,580 in 2007 to 17,552 in 2012, a drop of 10.4 percent.

The county with the largest share of White-owned businesses was Catron, where 305 out of 340 firms, or 88.3 percent, were White-owned. Grant County, at 84.9 percent, had the second largest share of White-owned businesses in the region, followed by Sierra County, at 84.9 percent. Although these counties had a large share of White-owned businesses, the number of them fell between 2007 and 2012. The number of White-owned firms declined by 18 (5.6 percent) in Catron, 362 (17.5 percent) in Grant, and 41 (5.5 percent) in Sierra over the five-year time span. The biggest percentage drop occurred in Hidalgo, where the number of...
White-owned firms fell by 75, or 26.8 percent, from 2007 to 2012.

Most data on businesses that were owned by other races besides White were not released by the Census Bureau, but some data for select counties and races were available. Data on the number of American Indian- and Alaska Native-owned businesses were available for three counties in the Southwestern Region. The number of American Indian-owned businesses in Socorro was 71, making up 7.4 percent of all businesses in that county, while the number of American Indian-owned businesses in Grant was 53, making up 2.7 percent of all businesses in the county. Doña Ana had 230 American Indian-owned businesses in 2012, a decrease of 105 firms (31.3 percent) from 2007.

There were 185 Black-owned businesses in Doña Ana in 2012, making up only 1.1 percent of all businesses in the county. (See Exhibit 3.) Although the number of Black-owned businesses made up a small proportion of all businesses, the number increased by 56 firms, or 43.4 percent, between 2007 and 2012. There were also 291 Asian-owned businesses in Doña Ana, constituting 1.8 percent of all firms. Although the number of Asian-owned businesses in Luna County was only 43, the share of Asian-owned businesses was 3.2 percent, almost double that of Doña Ana.

**Firms by Ethnicity**

Nearly 22 percent of all Hispanic-owned firms in New Mexico were located in the Southwestern Region. The region had 10,197 Hispanic-owned firms in 2012, composing a 46.4 percent share of all firms. (See Exhibit 4.)

The majority of firms in Doña Ana County (51.7 percent) were Hispanic-owned. The number of Hispanic-owned firms grew 29.1 percent over the five-year time span, from 6,528 in 2007 to 8,429 in 2012.
Luna had the second largest share (47.1 percent) of Hispanic-owned firms in the region, where the number of Hispanic-owned firms increased 31.6 percent, from 484 in 2007 to 637 in 2012. But the largest percentage growth of Hispanic-owned firms over this same time period occurred in Grant County, where the number of Hispanic-owned firms more than doubled, from 230 in 2007 to 499 in 2012. Sierra also saw large percentage growth of Hispanic-owned firms, with the number of firms increasing from 103 in 2007 to 192 in 2012, or 86.4 percent.

The total value of the sales, receipts, and shipments of all Hispanic-owned firms in the region was over $1.0 billion. (This total excludes the value of sales, receipts, and shipments for Hispanic-owned firms in Sierra County because it is unavailable.) The number of Hispanic-owned firms with paid employees was 942, or 9.2 percent of all Hispanic-owned firms in the region.

The number of non-Hispanic-owned firms decreased in every county in the region between 2007 and 2012, following the national and statewide trend. The number of non-Hispanic-
owned firms fell for both the U.S. and New Mexico (declining by 0.2 percent and 10.2 percent, respectively.) The percentage of non-Hispanic-owned firms in the Southwestern Region decreased at a faster rate than the percentage in either of these two areas, declining by 12.7 percent, for a loss of 1,530 firms. The largest percentage decrease occurred in Grant, where the number of non-Hispanic-owned firms declined by 525 firms, or 28.3 percent, followed by Hidalgo, where non-Hispanic-owned firms declined by 24.7 percent, or 47 firms.

**Firms by Veteran Status**

In 2012, 9.3 percent of all firms in New Mexico were veteran-owned, totaling 14,096 firms. The number of veteran-owned firms declined by 7.0 percent from 2007, when the number of veteran-owned firms in the state totaled 15,157.

The Southwestern Region had over 1,848 veteran-owned firms (the number of veteran-owned firms in Catron was not available). (See Exhibit 5.) The largest share of veteran-owned businesses in the region was found in Sierra, where 12.4 percent of all firms, or 104 firms, were veteran-owned. Hidalgo only had 29 firms that were veteran-owned, but it had the next largest share, at 11.6 percent.

Excluding data for Catron because they are unavailable, the total value of the sales, receipts, and shipments of all veteran-owned firms in the region was at least $656 million.

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**EXHIBIT 5**

Number of Veteran-Owned Businesses Southwestern Counties, 2007 and 2012

<table>
<thead>
<tr>
<th>County</th>
<th>2012</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doña Ana</td>
<td></td>
<td>1,512</td>
</tr>
<tr>
<td>Grant</td>
<td>147</td>
<td>279</td>
</tr>
<tr>
<td>Hidalgo</td>
<td>29</td>
<td></td>
</tr>
<tr>
<td>Luna</td>
<td>92</td>
<td>82</td>
</tr>
<tr>
<td>Sierra</td>
<td>104</td>
<td>59</td>
</tr>
<tr>
<td>Socorro</td>
<td>107</td>
<td>124</td>
</tr>
</tbody>
</table>

*Note: Businesses that are publicly held and businesses that are equally veteran-/nonveteran-owned are excluded from this chart. The number of veteran-owned firms in Catron is not available nor is the 2007 figure for Hidalgo. Source: U.S. Census Bureau, 2007 and 2012 Survey of Business Owners*
The latest business news (new and updated stories from October 2015 through April 2016) is gathered from published articles, government documents, private- and public-sector news releases, and reports from local New Mexico Workforce Connection Centers. In most cases, information is not verified for accuracy.

**Business Expansion**

**Business Openings**

**Business Contraction**

**Business Closing**

## Statewide

- **Business Expansion**
  - The romantic comedy “2 Years and 8 Days,” starring Kayla Ewell and Ryan Merriman, was set to film from mid-April through early May in Roswell, Ruidoso, and Artesia, employing about 30 New Mexico crew members and 22 local background actors.
  - Presbyterian intends to build a 40-acre medical center in Santa Fe’s Las Soleras area and to expand its headquarters in Albuquerque, the latter to accommodate as many as 600 new employees for a planned venture to provide Medicaid services for North Carolina health systems.
  - The Netflix Western series “Longmire,” starring Robert Taylor, Lou Diamond Phillips, and Katee Sackhoff, is scheduled to film its fifth season through June at multiple northern New Mexico sites, employing about 150 resident crew members and more than 1,000 local background performers.
  - “Midnight Texas,” an NBC television pilot starring Dylan Bruce, Sarah Ramos, and Arielle Kebbel, was scheduled to film from mid-March through April in Albuquerque and Las Vegas, employing about 150 New Mexico crew members and 90 resident background actors.
  - Orangetheory Fitness opened a gym on Albuquerque’s West Side in mid-March, with three more locations—two in Albuquerque and one in Santa Fe—on the way. The local franchise group expects employment to total about 50 by year-end 2016.
  - Chick-fil-A recently opened new restaurants in Rio Rancho, on Unser near Southern, and Albuquerque, at Gibson and University near the Sunport and on Wyoming near Menaul. Another Albuquerque opening is expected soon, at Eubank and Central in front of Home Depot.
  - ECP-PF Holdings Group Inc., owner of ten Planet Fitness gyms in Albuquerque and Rio Rancho, will open four new locations—in Roswell this year and in Santa Fe, Los Lunas, and Hobbs next year. The New Mexico Workforce Connection online system lists an employee size range of 10 to 19 for most existing sites.
  - The television series “Graves,” a political satire starring Nick Nolte and Sela Ward, was set to film from October through January in Albuquerque, Rio Rancho, Bernalillo, and Santa Fe,

- **Business Openings**
  - **Orangetheory Fitness**
  - **Chick-fil-A**
  - **ECP-PF Holdings Group Inc.**
  - **The television series “Graves,”**
employing at least 200 New Mexico crew members and about 2,500 local background performers.

Lowe’s could add more than 300 positions at its 14 New Mexico locations as part of a plan to increase staffing by 46,000 companywide for the spring and summer home improvement season.

Home Depot will add about 500 seasonal workers at its 13 New Mexico stores, including 375 at eight Albuquerque locations, for the busy spring and summer months. The company will hire 80,000 seasonal workers nationwide, with some transitioning into permanent positions.

CNM, with seven locations and over 2,000 employees in Albuquerque and Rio Rancho, plans to eliminate 100 positions, primarily through retirement offers, by July 1 to address budget shortfalls for the coming fiscal year.

Central Region

BERNALILLO COUNTY

Ruth’s Chris Steak House opened its first New Mexico location in late May on Indian School Road near Louisiana Boulevard in northeast Albuquerque. The Texas LMCI Tracer system lists an employee size range of 50 to 99 for each of that state’s Ruth’s Chris sites.

Season three of the television drama “From Dusk Till Dawn: The Series,” comprising ten hour-long episodes, was set to film in Albuquerque from mid-March through June, employing about 250 New Mexico crew members and 75 local background actors per episode.

The Cheesecake Factory opened a 12,000-square-foot restaurant, its first New Mexico location, at Albuquerque’s Coronado Center on February 23, employing about 290.

Research firm NORC opened a 15,000-square-foot call center at the Copper Pointe complex near Eubank Boulevard and I-40 in Albuquerque, initially creating 200 mostly part-time interviewer positions. The company expects staffing to eventually reach 400.

NBC television’s “The Night Shift,” featuring an ensemble cast, was set to film its third season from February through June in Albuquerque, employing about 130 New Mexico crew members and 500 local background performers.

Filming for the AMC television series “Preacher,” starring Dominic Cooper, Ruth Negga, Joseph Gilgun, Lucy Griffiths, Ian Colletti, and Earl W. Brown, will begin in Albuquerque in February and employ at least 175 New Mexico crew members.

Apparel and home product retailer Burlington Coat Factory opened its third Albuquerque location in part of the old Kmart building at Central and Atrisco SW, employing about 75 full- and part-time workers. A new Conn’s store will soon occupy the remainder of the site.
Dunkin’ Donuts completed site selection for the first of nine planned Albuquerque-area locations, four of which will be multi-brand operations with Baskin-Robbins. The New Mexico Workforce Connection online system lists an employee size range of 10 to 19 for existing Dunkin’ Donuts stores.

National burger chain Red Robin will open a 6,000-square-foot restaurant this summer at Albuquerque’s Winrock Town Center. The New Mexico Workforce Connection online system lists an employee size range of 50 to 99 for each of the company’s two existing Albuquerque locations.

A Texas Roadhouse restaurant opened in Albuquerque at the former Shoes on a Shoestring site adjacent to the Cottonwood Mall. The New Mexico Workforce Connection online system lists an employee size range of 100 to 249 for the company’s existing Albuquerque location.

A Walmart Neighborhood Market, the first in the area to include a fuel center, opened January 13 near the intersection of Unser Boulevard and Ladera Drive in Albuquerque, employing about 95 full- and part-time workers.

Comcast held a grand opening at its 51,000-square-foot bilingual customer support center in Albuquerque’s Renaissance area. The workforce, now numbering around 250, is expected to soon reach the facility’s capacity of about 450.

Fundamental Long Term Care, which currently operates four health care facilities in New Mexico—two in Roswell and one each in Albuquerque and Alamogordo—will open a skilled nursing facility in Albuquerque’s Renaissance area, likely employing at least 100.

Flix Brewhouse plans to open a 38,000-square-foot, eight-screen theater/eatery/microbrewery complex on Albuquerque’s West Side in late 2016, employing at least 150. Flix will be the featured tenant for The Village @ La Orilla, a planned 13.5-acre mixed-use development.

Dallas-based Main Event Entertainment will open a 48,760-square-foot facility, featuring bowling, billiards, laser tag, interactive and virtual games, and a restaurant with a full bar, next summer along I-25 near Comanche Road in Albuquerque, employing more than 100.
Alorica, a provider of customer management outsourcing services, planned to add 125 positions in December at its Albuquerque contact center, which opened in June and recently employed about 430.

Global outsourcing operator Sitel will add about 200 full-time positions at its Albuquerque facility, which currently employs about 1,000, to support services for a national satellite television provider.

South Dakota-based National American University expanded its Albuquerque presence through a consolidation of administrative support services. The university hired 30 to 50 employees and plans to gradually ramp up to about 300 in the Duke City.

Skorpios Technologies, a developer of optical communications products, will open a 50,000-square-foot manufacturing facility in Albuquerque in 2016 and increase its workforce from about 50 now to around 300 within the next few years.

UnitedHealthcare planned to hire about 200 office-based employees in New Mexico by early 2016, primarily for Medicaid customer support positions in Albuquerque. At the time of the announcement, the company was also recruiting to fill about 1,000 telecommuter/telework vacancies nationally.

Alorica, a provider of customer management outsourcing services, employed about 500 at its Albuquerque contact center prior to the announced elimination of 160 positions because of a restructuring. The company planned to begin adding positions again almost immediately.

DPW, a producer of solar energy components, moved about 60 manufacturing positions from Albuquerque to North Carolina, keeping only a small sales and engineering team in the Duke City. The company offered relocation options to many of the affected employees.

Family entertainment center iT’Z closed in northeast Albuquerque, at a site near the San Mateo/Montgomery intersection, after failing to secure a new lease agreement. The New Mexico Workforce Connection online system lists an employee size range of 100 to 249 for the operation.

The John Brooks Supermarket at 2201 Coors Northwest in Albuquerque closed after 15 years in business, displacing about 50 employees. The company cited rising costs and increased competition as reasons for the move.
North Carolina-based UTC Aerospace, a global supplier of aerospace and defense products, will close its Albuquerque facility by the end of September 2016, eliminating 150 positions, and transfer the work to other U.S. locations.

SANDOVAL COUNTY

Whataburger opened its first Rio Rancho location, and seventh in the Albuquerque metro area, on January 11 near the intersection of NM 528 and US 550, employing about 60.

The recent expansion at Presbyterian Rust Medical Center in Rio Rancho created about 100 new jobs, with additional growth expected to generate up to 300 more. Part of the new six-story patient tower officially opened on December 2.

Intel will lay off about 215 workers at its Rio Rancho chip manufacturing plant as part of a global restructuring that will cut about 12,000 jobs from the company’s workforce by mid-2017.

The Albertsons supermarket on Southern Boulevard in Rio Rancho is slated to close in mid-June, eliminating about 80 positions. The company will try to move displaced workers to other store locations.

Sprint, as part of a broad cost-cutting plan, closed its Rio Rancho customer service center, displacing 394 employees. The center opened in 1998 and, with 800 workers, was once the city’s second-largest employer.

VALENCIA COUNTY

PNM held a grand opening on December 15 at its 10-megawatt Rio Communities Solar Energy Center, which was set to be fully online by December 31. The construction phase created about 240 temporary jobs.

Eastern Region

CHAVES COUNTY

NextEra Energy will build two 70-megawatt solar energy facilities, to be operational in 2017, northeast of Roswell that will be the largest solar photovoltaic sites in New Mexico. The construction phase will likely create at least 300 jobs.

CURRY COUNTY

Twin Arrow Bingo opened at Hilltop Plaza on West 21st Street in Clovis, initially employing 22. The gaming and entertainment center, which includes a restaurant, anticipated ramping up to about 80 workers when fully operational.

The Southwest Cheese plant in Clovis broke ground in early 2016 on a $140 million, 110,000-square-foot expansion that was anticipated to create about 50 new jobs.

EDDY COUNTY

Carlsbad’s new Buffalo Wild Wings restaurant, located on West Pierce Street next to the Dollar Tree, held its grand opening on November 2. The New Mexico Workforce Connection online system lists a typical employee size range of 50–99 for New Mexico’s other Buffalo Wild Wings locations.

GUADALUPE COUNTY

Pilot Flying J broke ground in early 2016 on a 65,000-square-foot truck stop in Santa Rosa that is expected to open in mid-2016, employing about 60. Love’s and TravelCenters of America each operates an existing truck stop in the city.

LEA COUNTY

Carl’s Jr. opened its first Hobbs restaurant, dual-branded with Green Burrito, in a newly constructed, 2,430-square-foot building on West Joe Harvey Boulevard, employing more than 50.

Akuo Energy USA will likely break ground in late 2016 on a $6 million, 30-megawatt wind farm near Tatum that will create 120 to 150 temporary construction jobs and two or three permanent positions providing maintenance and support.

A third McDonald’s restaurant opened in Hobbs on October 13, at the corner of Dal Paso Street and Marland Boulevard, employing about 75.

OTERO COUNTY

Alamogordo’s new Walmart Neighborhood Market should be opening in mid-June with a staff
The Four Corners’ first Fairfield Inn & Suites hotel will open in June along East Main Street in Farmington, employing 15 full-time and 10 part-time workers. The construction phase, which began in June 2015, has created about 200 jobs.

Dick’s Sporting Goods opened a 45,000-square-foot store at the new Farmington Pavilion on November 6. The NMDWS LASER system lists an employee size range of 50 to 99 for each of the three other New Mexico locations (two in Albuquerque and one in Las Cruces).

Baker Hughes, an oilfield services company, laid off 67 employees at its pressure pumping operation in Farmington, reducing its New Mexico workforce to about 250. The company cited continued low oil and gas prices as reason for the move.

Integrated oil and gas giant ConocoPhillips, which operates nearly half of all wells in the San Juan Basin, laid off about 65 employees in the Farmington area as part of a broad downsizing. The company’s area workforce numbered about 600 prior to the cuts.

Coca-Cola Refreshments is consolidating area production and closed its Portales plant, eliminating 59 positions. The company’s Clovis facility will remain open, but some of its warehousing operations will move to Amarillo, Texas.

Northern Region

SAN JUAN COUNTY

The Four Corners’ first Fairfield Inn & Suites hotel will open in June along East Main Street in Farmington, employing 15 full-time and 10 part-time workers. The construction phase, which began in June 2015, has created about 200 jobs.

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Savers, with three existing New Mexico locations—two in Albuquerque and one in Las Cruces—opened a Santa Fe thrift store in May at the former Baillio’s site on Cerrillos Road, employing 50 to 60 workers.

Right at Home, a provider of in-home senior care, opened a franchise in Santa Fe, and its operator plans to employ 50 to 100 caregivers within the next couple of years.

Krispy Kreme opened its first Santa Fe store on October 27, near the Walmart Supercenter on Cerrillos Road, employing about 60.

Manufacturing giant Caterpillar, in the latest phase of a major restructuring that began last year, announced plans to close its Santa Fe facility, eliminating 50 full-time and contract positions. The consolidation involving Santa Fe operations will be completed within 12 to 18 months.

TAOS COUNTY

Taos Mesa Brewing, featuring a microbrewery, restaurant, and music venue, will expand beer production in 2016 and add 15 to 20 jobs. Future plans call for the addition of a full production facility that would satisfy regional demand and create 45 more jobs.

Southwestern Region

DOÑA ANA COUNTY

Sportsman’s Warehouse will open a new store in Las Cruces in the summer of 2016, marking its return to the city, to be located near Planet Fitness on North Telshor. The New Mexico Workforce Connection online system lists an employee size range of 50 to 99 for the company’s Albuquerque site.

New Mexico Greenhouse Holdings expects to average 120 full-time equivalent positions within four years at a new agricultural production and distribution facility located on the former Aldershot Nursery property in Mesilla Park. The company will soon hire 45 year-round employees.

SIERRA COUNTY

THEMAC is continuing the process for federal and state approval to reopen the Copper Flat Mine, near Truth or Consequences, and plans to begin commercial operations in 2018. The project would create hundreds of construction jobs and 150 to 200 permanent positions.

SOCORRO COUNTY

Smith’s Food and Drug closed its Socorro store on January 16, leaving Walmart and John Brooks Supermart as the city’s remaining grocery options. Smith’s 66 employees will be offered the option to transfer to another of the company’s stores.
This section provides information on the following three separate labor market measurements for each region and county in New Mexico:

**UNEMPLOYMENT RATE**
- The most recent unemployment rate available (March 2016) compared to the rate for the same month of the previous year (March 2015), plus rates from January 2010 through the most recent month. All data are not seasonally adjusted.
  
  *Source: Local Area Unemployment Statistics (LAUS)*

**EMPLOYMENT**
- The most recent employment estimate available (March 2016) compared to the estimate for the same month of the previous year (March 2015), plus the over-the-year change in the estimate from January 2011 through the most recent month. The over-the-year changes for the reference month in the most recent three years are also provided. All data are not seasonally adjusted.
  
  *Source: Local Area Unemployment Statistics (LAUS)*

**AVERAGE WEEKLY WAGES:**
- The most recent average weekly wage (third quarter 2015) compared to the wage for the same quarter of the previous year (third quarter 2014).
  
  *Source: Quarterly Census of Employment and Wages (QCEW)*

**Special Notes**
Although the U.S. Bureau of Labor Statistics (BLS) produces labor force estimates back to January 1990 for counties, this review includes data from January 2011 and beyond. The 2015 LAUS program redesign included several improvements to estimation methodology that resulted in series breaks between December 2009 and January 2010 for many substate areas. For more information on the improvements, visit [http://www.bls.gov/lau/lauschanges2015.htm](http://www.bls.gov/lau/lauschanges2015.htm).

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 across months are typically expected, often in relation to seasonality and other factors.
• The Central Region’s unemployment rate declined by 0.7 percentage point from March 2015 to reach 5.4 percent in March 2016. The region had the lowest unemployment rate of the state’s four regions.

• The unemployment rate declined between March 2015 and March 2016 in all four Central Region counties. Bernalillo had the lowest unemployment rate (5.2 percent) of the four counties in March 2016, while Valencia experienced the largest over-the-year decline in its rate (-1.0 percentage point).

• Employment increased by 1.4 percent in the Central Region between March 2015 and March 2016, with 5,487 more people employed over the year. This was the largest percentage increase of all four regions.

• Employment increased in all four Central Region counties over the year. Growth ranged from 1.0 percent in Valencia to 1.5 percent in Bernalillo. Each county ranked amongst the top ten counties in the state for over-the-year growth, and growth has been increasing in all four counties since the fall of 2015.

• The average weekly wage increased in each Central county between the third quarter of 2014 and the third quarter of 2015. The region’s wage increased by 1.2 percent to reach $826. In the counties, growth ranged from 0.4 percent in Sandoval, where wages reached $786 a week, to 6.3 percent in Torrance, where wages reached $656 a week.
Unemployment Rates

MARCH 2016 Unemployment Rates

- United States: 5.1%
- New Mexico: 6.1%
- Central: 5.4%

Unemployment Rates, Jan 10–Mar 16

- Bernalillo: 5.2%
- Sandoval: 6.0%
- Valencia: 6.5%
- Torrance: 8.3%

Year-to-Year Change in Unemployment Rate

- March 2015 Over March 2016

<table>
<thead>
<tr>
<th>Region</th>
<th>Change (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bernalillo</td>
<td>0.7</td>
</tr>
<tr>
<td>United States</td>
<td>0.5</td>
</tr>
<tr>
<td>Sandoval</td>
<td>0.7</td>
</tr>
<tr>
<td>New Mexico</td>
<td>0.5</td>
</tr>
<tr>
<td>Torrance</td>
<td>0.8</td>
</tr>
<tr>
<td>Central Region</td>
<td>0.7</td>
</tr>
<tr>
<td>Valencia</td>
<td>1.0</td>
</tr>
</tbody>
</table>

*Data are not seasonally adjusted.

Employment, Employment Change, and Wages

Central Employment Growth:

- Mar 15: 392,040
- Mar 16: 410,147
- Growth: 1.4%

Central Wage Growth:

- Mar 16: $826
- 3Q 15: 826
- Growth: 1.2%
### Employment Growth

**Otay Employment Growth, Jan 11–Mar 16 (%)**

<table>
<thead>
<tr>
<th>County</th>
<th>Mar 16 Emp.</th>
<th>Mar 15</th>
<th>Mar 16</th>
<th>%Grw</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BERNALILLO</strong></td>
<td>302,546</td>
<td></td>
<td>4,388</td>
<td>1.5%</td>
</tr>
<tr>
<td><strong>BERNALILLO</strong> Rank:</td>
<td>%Grw</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Out of 33 counties</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Wage Growth</strong></td>
<td>3Q16 Wage</td>
<td>3Q14</td>
<td>3Q15</td>
<td>1.3%</td>
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<tr>
<td><strong>SANDOVAL</strong></td>
<td>57,144</td>
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<td>772</td>
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<tr>
<td><strong>SANDOVAL</strong> Rank:</td>
<td>%Grw</td>
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<td></td>
<td></td>
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<tr>
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<td></td>
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<tbody>
<tr>
<td><strong>TORRANCE</strong></td>
<td>4,950</td>
<td></td>
<td>58</td>
<td>1.2%</td>
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<tr>
<td><strong>TORRANCE</strong> Rank:</td>
<td>%Grw</td>
<td>8</td>
<td></td>
<td></td>
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<tr>
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<td></td>
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<th>%Grw</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>VALENCIA</strong></td>
<td>27,400</td>
<td></td>
<td>269</td>
<td>1.0%</td>
</tr>
<tr>
<td><strong>VALENCIA</strong> Rank:</td>
<td>%Grw</td>
<td>10</td>
<td></td>
<td></td>
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The Eastern Region's unemployment rate increased by 0.4 percentage point from March 2015 to reach 5.9 percent in March 2016. Even with an increase, the region had the second lowest unemployment rate of the state's regions.

The Eastern Region's unemployment rate generally increased through 2015 and early 2016, while the state's unemployment rate has been trending downward since mid-2010. The two rates were closer to one another in March 2016 than they had been since at least January 2010.

Lea had the highest unemployment rate (8.1 percent) as of March 2016, while Union had the lowest rate (3.9 percent).

The unemployment rate dropped in all but two of the 12 counties between March 2015 and March 2016. The two counties—Eddy and Lea—continue to struggle with the impacts of lower global oil prices. Eddy's rate increased by 0.7 percentage point, while Lea's rate increased by 2.8 percentage points.

Employment decreased by 1.6 percent in the Eastern Region between March 2015 and March 2016, with 2,379 fewer people employed over the year. The region saw the largest decline in employment in the state, with the Northern Region the only other that reported a loss in employment over the year.

Employment increased in half of the Eastern Region's counties between March 2015 and March 2016. Growth ranged between 0.3 percent in Curry and Otero and 4.7 percent in Guadalupe. Guadalupe was ranked first in the state for over-the-year percentage growth. Union was also ranked within the top ten counties for the highest rate of over-the-year growth (ranked third).

Employment decreased in the other half of the region's counties. Employment losses ranged between -0.8 percent in Lincoln and -7.2 percent in Lea. Lea was ranked thirty-second in the state for over-the-year percentage change in employment. The county continues to be impacted by low global oil and gas prices. Harding was also ranked in the bottom five counties in the state, although the decline of 3.8 percent reflected a very small numeric change.

Average weekly wages declined in three of the 12 Eastern Region counties between third quarter 2014 and third quarter 2015. The region's wage decreased by 0.9 percent to reach $787. In the counties, wages fell in Harding, Lea, and Otero, with Harding's decline of 13.1 percent being the largest. De Baca and Union wages increased the most over the year, by 8.4 and 8.3 percent, respectively.
Unemployment Rates

**Year-to-Year Change in Unemployment Rate**
March 2015 Over March 2016

- Chaves: 0.1
- Otero: 0.8
- Curry: 0.5
- Quay: 0.6
- De Baca: 0.6
- Roosevelt: 0.4
- Eddy: 0.7
- Union: 0.8
- Guadalupe: 1.9
- United States: 0.5
- Harding: 0.3
- New Mexico: 0.5
- Lea: 2.8
- Eastern Region: 0.4

*in percentage points*

**Unemployment Rates, Jan 10–Mar 16**

- **New Mexico**
  - New Mexico: 6.1%
  - Eastern: 5.9%
- **Eastern**
  - New Mexico: 6.1%
  - Eastern Region: 0.4%

**MARCH 2016 Unemployment Rates**

- United States: 5.1%
- New Mexico: 6.1%
- Eastern: 5.9%
- Guadalupe: 5.9%
- Chaves: 6.1%
- Otero: 5.3%
- Lincoln: 5.7%
- Hardin: 7.7%
- Eddy: 5.5%
- Roosevelt: 4.9%
- Quay: 6.4%
- Lea: 8.1%
- De Baca: 4.2%
- Lincoln: 0.6%
- Harding: 0.7%
- Guadalupe: 1.9%
- Union: 0.8%

Unemployment Rate (%)

- 3.9%
- 4.9%
- 5.7%
- 6.4%
- 8.1%
Employment, Employment Change, and Wages

**EASTERN**

**Employment Growth**
- Mar 15: 146,516
- Mar 16: 144,137
- OTY Employment Growth, Jan 11–Mar 16 (%): -1.6%

**Rank: %Grw**
- Out of 4 regions
- 4

**Wage Growth**
- 3Q16 Wage: $787
- 3Q15: $780
- Wage Growth: -0.9%

**CHAVES**

**Employment Growth**
- Mar 15: 25,655
- Mar 16: 25,514
- OTY Employment Growth, Jan 11–Mar 16 (%): 0.6%

**Rank: %Grw**
- Out of 33 counties
- 13

**Wage Growth**
- 3Q16 Wage: $636
- 3Q15: $629
- Wage Growth: 0.3%

**CURRY**

**Employment Growth**
- Mar 15: 20,861
- Mar 16: 20,760
- OTY Employment Growth, Jan 11–Mar 16 (%): 0.3%

**Rank: %Grw**
- Out of 33 counties
- 18

**Wage Growth**
- 3Q16 Wage: $658
- 3Q15: $649
- Wage Growth: 1.2%

**DE BACA**

**Employment Growth**
- Mar 15: 796
- Mar 16: 786
- OTY Employment Growth, Jan 11–Mar 16 (%): -1.2%

**Rank: %Grw**
- Out of 33 counties
- 24

**Wage Growth**
- 3Q16 Wage: $540
- 3Q15: $530
- Wage Growth: 8.4%
<table>
<thead>
<tr>
<th>County</th>
<th>Employment Growth</th>
<th>Wage Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDDY</td>
<td>Mar 16 Emp. 27,219</td>
<td>Mar 15 27 3Q 16 Wage $1,007</td>
</tr>
<tr>
<td></td>
<td>Rank: %Grw 27</td>
<td>Wage Growth 3Q 16 $1,007</td>
</tr>
<tr>
<td></td>
<td>Out of 33 counties</td>
<td></td>
</tr>
<tr>
<td>GUADALUPE</td>
<td>Mar 16 Emp. 1,522</td>
<td>Mar 15 1 3Q 16 Wage $519</td>
</tr>
<tr>
<td></td>
<td>Rank: %Grw 1</td>
<td>Wage Growth 3Q 16 $519</td>
</tr>
<tr>
<td>HARDING</td>
<td>Mar 16 Emp. 253</td>
<td>Mar 15 30 3Q 16 Wage $604</td>
</tr>
<tr>
<td></td>
<td>Rank: %Grw 30</td>
<td>Wage Growth 3Q 16 $604</td>
</tr>
<tr>
<td>LEA</td>
<td>Mar 16 Emp. 26,602</td>
<td>Mar 15 32 3Q 16 Wage $964</td>
</tr>
<tr>
<td></td>
<td>Rank: %Grw 32</td>
<td>Wage Growth 3Q 16 $964</td>
</tr>
</tbody>
</table>

**Employment Growth**

<table>
<thead>
<tr>
<th>County</th>
<th>Mar 15</th>
<th>Mar 16</th>
<th>%Grw</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDDY</td>
<td>-593</td>
<td>-2.1%</td>
<td></td>
</tr>
<tr>
<td>GUADALUPE</td>
<td>68</td>
<td>4.7%</td>
<td></td>
</tr>
<tr>
<td>HARDING</td>
<td>-10</td>
<td>-3.8%</td>
<td></td>
</tr>
<tr>
<td>LEA</td>
<td>-2,067</td>
<td>-7.2%</td>
<td></td>
</tr>
</tbody>
</table>

**Historical OTY Growth**

<table>
<thead>
<tr>
<th>County</th>
<th>Mar 2013</th>
<th>Mar 2014</th>
<th>Mar 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDDY</td>
<td>3.2%</td>
<td>2.7%</td>
<td>4.0%</td>
</tr>
<tr>
<td>GUADALUPE</td>
<td>-4.7%</td>
<td>9.1%</td>
<td>-9.0%</td>
</tr>
<tr>
<td>HARDING</td>
<td>4.1%</td>
<td>3.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>LEA</td>
<td>4.1%</td>
<td>3.1%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

**Wage Growth**

<table>
<thead>
<tr>
<th>County</th>
<th>3Q 14</th>
<th>3Q 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDDY</td>
<td>3.2%</td>
<td>4.0%</td>
</tr>
<tr>
<td>GUADALUPE</td>
<td>-0.8%</td>
<td>-0.8%</td>
</tr>
<tr>
<td>HARDING</td>
<td>-1%</td>
<td>-1%</td>
</tr>
<tr>
<td>LEA</td>
<td>-0.8%</td>
<td>-0.8%</td>
</tr>
</tbody>
</table>
Employment Growth
Mar 15 Emp. 7,886
Mar 16 Emp. 7,886
Rank: %Growth 21
Out of 33 counties
Wage Growth
3Q16 Wage $558
3Q16 Wage $558
OTERO

Employment Growth
Mar 15 Emp. 23,368
Mar 16 Emp. 23,368
Rank: %Growth 17
Out of 33 counties
Wage Growth
3Q16 Wage $558
3Q16 Wage $558

OTY Employment Growth, Jan 11–Mar 16 (%)

<table>
<thead>
<tr>
<th>Year</th>
<th>Growth</th>
<th>Year</th>
<th>Growth</th>
<th>Year</th>
<th>Growth</th>
<th>Year</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>-7%</td>
<td>2012</td>
<td>-6%</td>
<td>2013</td>
<td>-5%</td>
<td>2014</td>
<td>-4%</td>
</tr>
<tr>
<td>2015</td>
<td>-3%</td>
<td>2016</td>
<td>-2%</td>
<td>2017</td>
<td>0%</td>
<td>2018</td>
<td>2%</td>
</tr>
<tr>
<td>2019</td>
<td>4%</td>
<td>2020</td>
<td>5%</td>
<td>2021</td>
<td>6%</td>
<td>2022</td>
<td>7%</td>
</tr>
</tbody>
</table>

Historical OTY Growth
-0.8% -2.1% -0.3%

3Q16 Wage $558
3Q16 Wage $558

OTY Employment Growth, Jan 11–Mar 16 (%)

<table>
<thead>
<tr>
<th>Year</th>
<th>Growth</th>
<th>Year</th>
<th>Growth</th>
<th>Year</th>
<th>Growth</th>
<th>Year</th>
<th>Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>-6%</td>
<td>2012</td>
<td>-5%</td>
<td>2013</td>
<td>-4%</td>
<td>2014</td>
<td>-3%</td>
</tr>
<tr>
<td>2015</td>
<td>-2%</td>
<td>2016</td>
<td>0%</td>
<td>2017</td>
<td>2%</td>
<td>2018</td>
<td>4%</td>
</tr>
<tr>
<td>2019</td>
<td>6%</td>
<td>2020</td>
<td>8%</td>
<td>2021</td>
<td>10%</td>
<td>2022</td>
<td>12%</td>
</tr>
<tr>
<td>2023</td>
<td>14%</td>
<td>2024</td>
<td>16%</td>
<td>2025</td>
<td>18%</td>
<td>2026</td>
<td>20%</td>
</tr>
</tbody>
</table>
### QUAY

**Employment Growth**

- Mar 15 Emp.: 2,932
- Mar 16 Emp.: 2,902

**Rank: %Grw**

- 26 (Out of 33 counties)

**Wage Growth**

- 3Q16 Wage: $542
- 3Q15 Wage: $542

**Historical OTY Growth**

- Mar 2013
- 2014
- 2015

#### Mar 16 Emp.

- 2,932
- -1.6%

#### Wage Growth

- 3Q 14
- 3Q 15

- 1.9%

### ROOSEVELT

**Employment Growth**

- Mar 15 Emp.: 7,693
- Mar 16 Emp.: 7,761

**Rank: %Grw**

- 15 (Out of 33 counties)

**Wage Growth**

- 3Q16 Wage: $616
- 3Q15 Wage: $616

**Historical OTY Growth**

- Mar 2013
- 2014
- 2015

#### Mar 16 Emp.

- 7,761
- 0.4%

#### Wage Growth

- 3Q 14
- 3Q 15

- 1.5%

### UNION

**Employment Growth**

- Mar 15 Emp.: 1,729
- Mar 16 Emp.: 1,732

**Rank: %Grw**

- 3 (Out of 33 counties)

**Wage Growth**

- 3Q16 Wage: $611
- 3Q15 Wage: $611

**Historical OTY Growth**

- Mar 2013
- 2014
- 2015

#### Mar 16 Emp.

- 1,732
- 1.9%

#### Wage Growth

- 3Q 14
- 3Q 15

- 8.3%
The Northern Region's unemployment rate decreased by 0.3 percentage point from March 2015 to reach 6.6 percent in March 2016. The region had the second highest unemployment rate of the state's regions.

The region's unemployment rate has been generally trending downward, alongside the statewide rate, since mid-2010. The trending decline in the Northern Region has been occurring more slowly than the decline in the state, however, with the rate sitting 1.5 percentage points higher than the state's rate as of March 2016.

All but one of the Northern Region counties saw their unemployment rate drop between March 2015 and March 2016. Declines in unemployment rates ranged from -0.2 percentage point in Los Alamos to -2.5 percentage points in Mora. San Juan's unemployment rate increased by 1.2 percentage points to reach 7.8 percent.

Employment decreased by 0.2 percent in the Northern Region between March 2015 and March 2016, with 404 fewer people employed over the year. The region saw the second largest decline in employment, with the Eastern Region the only other of the four to have experienced an employment loss over the year.

Six of the ten Northern counties saw employment increase between March 2015 and March 2016. Cibola led those counties in percentage growth, with employment increasing by 1.9 percent over the year. This ranked the county fourth in the state for percentage growth. Both Rio Arriba and San Miguel also saw employment growth that placed them amongst the top ten counties in the state as of March 2016. The two counties were ranked seventh and ninth, respectively.

Employment decreased in Colfax, San Juan, Taos, and Mora. Colfax experienced the largest loss of the four (-3.8 percent), ranking it thirty-first in the state for over-the-year percentage growth as of March 2016.

Average weekly wages increased in all but two counties—McKinley and San Juan—between the third quarter of 2014 and the third quarter of 2015. Cibola's wage increase the most, by 3.7 percent, and reached $694. McKinley's average weekly wage fell by 2.6 percent, ending at $607, while San Juan's wage fell by 0.2 percent to $839.
Unemployment Rates

Year-to-Year Change in Unemployment Rate
March 2015 Over March 2016

- Cibola: 1.2%
- Colfax: 0.6%
- Los Alamos: 0.2%
- McKinley: 1.2%
- Mora: 2.5%
- Rio Arriba: 1.2%
- San Juan: 1.2%
- San Miguel: 0.9%
- Santa Fe: 0.5%
- Taos: 1.5%

*in percentage points

Unemployment Rates, Jan 10–Mar 16

MARCH 2016
Unemployment Rates

- United States: 5.1%
- New Mexico: 6.1%
- Northern: 6.6%

Employment Growth

<table>
<thead>
<tr>
<th>Region</th>
<th>Mar 16 Emp.</th>
<th>Mar 15 Emp.</th>
<th>%Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northern</td>
<td>203,465</td>
<td>204,449</td>
<td>-0.2%</td>
</tr>
</tbody>
</table>

Rank: %Growth

- 3 out of 4 regions

Historical OTY Growth

- Mar 2013: -1.0%
- Mar 2014: -1.1%
- Mar 2015: 0.9%

Wage Growth

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Wage 2016</th>
<th>Wage 2015</th>
<th>%Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>3Q15</td>
<td>$788</td>
<td>$779</td>
<td>0.9%</td>
</tr>
</tbody>
</table>

Employment, Employment Change, and Wages

OTY Employment Growth, Jan 11–Mar 16 (%)
### CIBOLA

**Employment Growth**
- Mar 16 Emp.: 8,531
- Mar 15 Emp.: 8,375
- Rank: % Grw: 4
- Out of 33 counties

**Historical OTY Growth**
- Mar 2013: -1.1%
- Mar 2014: -1.7%
- Mar 2015: 2.2%

**Wage Growth**
- 3Q 14 Wage: $694
- 3Q 15 Wage: $704
- Rank: % Grw: 1.9%

### COLFAX

**Employment Growth**
- Mar 16 Emp.: 5,366
- Mar 15 Emp.: 5,052
- Rank: % Grw: 31
- Out of 33 counties

**Historical OTY Growth**
- Mar 2013: 1.3%
- Mar 2014: 1.1%
- Mar 2015: 0.3%

**Wage Growth**
- 3Q 14 Wage: $521
- 3Q 15 Wage: $530
- Rank: % Grw: 0.8%

### LOS ALAMOS

**Employment Growth**
- Mar 16 Emp.: 7,950
- Mar 15 Emp.: 7,836
- Rank: % Grw: 14
- Out of 33 counties

**Historical OTY Growth**
- Mar 2013: -6.6%
- Mar 2014: -3.6%
- Mar 2015: -0.6%

**Wage Growth**
- 3Q 14 Wage: $1,402
- 3Q 15 Wage: $1,423
- Rank: % Grw: 2.7%

### MCKINLEY

**Employment Growth**
- Mar 16 Emp.: 21,784
- Mar 15 Emp.: 21,557
- Rank: % Grw: 19
- Out of 33 counties

**Historical OTY Growth**
- Mar 2013: -1.8%
- Mar 2014: -3.1%
- Mar 2015: 1.4%

**Wage Growth**
- 3Q 14 Wage: $607
- 3Q 15 Wage: $609
- Rank: % Grw: -2.6%
### Employment Growth

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>MORA</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Mar 15 Emp.</td>
<td>2,006</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Mar 16 Emp.</td>
<td></td>
<td>2,005</td>
<td>20</td>
<td>-5</td>
<td>-0.2%</td>
<td></td>
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<td></td>
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<tr>
<td>Out of 33 counties</td>
<td></td>
<td></td>
<td></td>
<td>1.8%</td>
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<tr>
<td><strong>RIO ARRIBA</strong></td>
<td></td>
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</tr>
<tr>
<td>Mar 15 Emp.</td>
<td>74,908</td>
<td></td>
<td>7</td>
<td>180</td>
<td>1.2%</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Mar 16 Emp.</td>
<td></td>
<td>74,907</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Out of 33 counties</td>
<td></td>
<td></td>
<td></td>
<td>1.2%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SAN JUAN</strong></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Mar 15 Emp.</td>
<td>51,063</td>
<td></td>
<td>25</td>
<td>-805</td>
<td>-1.6%</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Mar 16 Emp.</td>
<td></td>
<td>51,058</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Out of 33 counties</td>
<td></td>
<td></td>
<td></td>
<td>-0.2%</td>
<td></td>
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<tr>
<td><strong>SAN MIGUEL</strong></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mar 15 Emp.</td>
<td>10,297</td>
<td></td>
<td>9</td>
<td>115</td>
<td>1.1%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mar 16 Emp.</td>
<td></td>
<td>10,287</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Out of 33 counties</td>
<td></td>
<td></td>
<td></td>
<td>0.5%</td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
### Employment Growth

**Mar 15**

**Mar 16**

**Rank: %Grw**

**Out of 33 counties**

#### SANTA FE

**Employment Growth**

Mar 16 Emp. 67,979

Mar 15 Emp. 67,979

**Rank: %Grw**

**16**

**Wage Growth**

3Q16 Wage $782

3Q14 Wage $782

**Historical OTY Growth**

Mar 2013 2014 2015

-0.1% -1.4% 0.0%

**3Q16 Wage**

$782

-3%

-2%

-1%

0%

1%

2%

3%


### Wage Growth

**3Q16 Wage $782**

**3Q15 Wage $782**

#### TAOS

**Employment Growth**

Mar 16 Emp. 13,581

Mar 15 Emp. 13,581

**Rank: %Grw**

**23**

**Wage Growth**

3Q16 Wage $585

3Q14 Wage $585

**Historical OTY Growth**

Mar 2013 2014 2015

-0.7% 1.5% -1.0%

**3Q16 Wage**

$585

-3%

-2%

-1%

0%

1%

2%

3%


### OTY Employment Growth, Jan 11–Mar 16 (%)

**3Q 14**

**3Q 15**

#### SANTA FE

**234**

**0.3%**

#### TAOS

**-143**

**-1.0%**

### Historical OTY Growth

Mar 2013 2014 2015

-0.1% -1.4% 0.0%

-0.7% 1.5% -1.0%

-3%

-2%

-1%

0%

1%

2%

3%

The Southwestern Region’s unemployment rate decreased by 1.0 percentage point over the year, settling at 7.8 percent in March 2016. The region’s rate was the highest in the state in March but has generally been trending downward since mid-2010. The rate still remained above that of the state (by 1.7 percentage points), however, with the difference between the two rates not showing signs of shrinking.

All seven Southwestern Region counties saw their unemployment rate drop between March 2015 and March 2016. Declines ranged from -0.5 percentage point in Catron to -3.7 percentage points in Luna. The decline in unemployment rate in every county equaled or exceeded the decline of the statewide unemployment rate.

Employment increased by 0.2 percent in the Southwestern Region between March 2015 and March 2016, with 233 more people employed over the year.

Three of the region’s seven counties experienced an increase in employment between March 2015 and March 2016. Sierra recorded the largest percentage increase, at 2.9 percent, followed by Doña Ana, at 0.7 percent, and Socorro, at 0.6 percent. Sierra’s percentage growth ranked it second in the state as of March 2016.

Employment fell in the remaining Southwestern Region counties over the year. Decreases ranged from -1.0 percent in Grant to -8.4 percent in Catron. With 96 fewer people employed in Catron over the year, the county was ranked last in the state for percentage change between March 2015 and March 2016. The county’s over-the-year employment growth has generally been trending downward since early 2015.

Average weekly wages in the Southwestern Region increased by 3.2 percent over the year, reaching $678 in the third quarter of 2015. Every county in the region saw its wage grow over the year, with increases ranging from 1.8 percent in Grant County, with a wage of $739, to 6.4 percent in Hidalgo, with a wage of $752.
Unemployment Rates

MARCH 2016 Unemployment Rates

- Catron: 8.4%
- Socorro: 6.9%
- Grant: 6.1%
- Luna: 17.5%
- Doña Ana: 7.0%
- Hidalgo: 5.6%
- United States: 5.1%
- New Mexico: 6.1%
- Southwestern: 7.8%

Year-to-Year Change in Unemployment Rate
March 2015 Over March 2016

- Catron: 0.5%
- Sierra: 2.2%
- Doña Ana: 0.7%
- Socorro: 0.6%
- Grant: 0.6%
- United States: 0.5%
- Hidalgo: 0.6%
- Luna: 3.7%
- S.Western: 1.0%

Unemployment Rates, Jan 10–Mar 16

Employment, Employment Change, and Wages

- Employment Growth: Mar 16 Emp. 118,842
- Rank: %Grw 2 Out of 4 regions
- Historical OTY Growth: 2013 -0.7%, 2014 -0.9%, 2015 0.0%
- Wage Growth: 3Q16 Wage $678
- OTY Employment Growth, Jan 11–Mar 16 (%): 2013 -3%, 2014 -2%, 2015 1%, 2016 -1%
Employment Growth

Mar 15

Mar 16

Rank: %Grw

Out of 33 counties

Wage Growth

3Q16 Wage

Historical OTY Growth

Mar

2013

2014

2015

Mar 15

Mar 16

Mar 16 Emp.

8,282

3,499

5,999

-276

-9%

-3.2%

98

2.9%

35

0.6%

-2.6%

-3.8%

-0.1%

3Q 14

3Q 15

3Q 14

3Q 15

3Q 14

3Q 15

3Q16 Wage

$597

$546

$692

3Q 14

3Q 15

3Q 14

3Q 15

3Q16 Wage

$597

3Q 14

3Q 15

3Q 14

3Q 15

3Q16 Wage

$597
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.