Research Completed:

Secondary data analysis
60 + Interviews (employers, miners, service providers, cost of living)
10 Focus groups and meetings with stakeholder groups
360 Employers surveyed (147 completed)
Discussion Points:

1. Local labor force
2. Local employers
3. Supply / demand gap
LOCAL LABOR FORCE
Raton’s Labor Market Area
Raton’s population is aging

Median Age in 2000:
New Mexico - 34.6 years
Raton - 39.7 years
COLFAX COUNTY NUMBER OF UNEMPLOYED PERSONS AND COLFAX AND NEW MEXICO UNEMPLOYMENT RATES, AUGUST 2001 - FEBRUARY 2004

1 - February 2004 labor force and unemployment rate are preliminary.

Source: New Mexico Department of Labor, Table A, March,
Unemployment in Raton (2000)

- 16 – 19 year old - large in number though, but when compared to NM are more likely to participate and less likely to be unemployed

- 20 - 44 - almost 60% of Raton’s unemployed

- 55 – 64 – few, but compared to NM are more likely to be unemployed and has likely increased due to the mine closure.
York Canyon Miners

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees laid off</td>
<td>115</td>
</tr>
<tr>
<td>Employees still in Raton area</td>
<td>94</td>
</tr>
<tr>
<td>Currently employed</td>
<td>53</td>
</tr>
<tr>
<td>Currently unemployed</td>
<td>18</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>25.4%</td>
</tr>
</tbody>
</table>

The information in this table is not directly comparable to statistics published by the New Mexico or US Departments of Labor. Total number of employees laid-off from mine in 2002 - 2003. Not in labor force includes persons who are retired, disabled, enrolled in school, or otherwise not looking for work.
Proprietors - over 25% of Colfax County employment

SELF EMPLOYMENT IN COLFAUX COUNTY

- Farm proprietors employment
- Nonfarm proprietors employment
- Proprietors employment as a %

Source: US Bureau of Economic Analysis

UNM Bureau of Business and Economic Research
Colfax County wages are low

The average Colfax County employee earns under $400 weekly. This equals:

- 75% of wages statewide
- 60% of wages national
Local labor force skill strengths:

- “Hands on skills” – mfg, production, and construction
- Mechanical skills – repair, equipment operators
- Technical skills – Stolar and El Paso
- Visual and performing arts
- Outdoor activities
Summary: Local Labor Supply

- 12,000 labor force participants in Raton’s labor market area
- Labor force supply is elastic in size, type, and quality
- Colfax County’s unemployment rate has been increasing slowly
- The number of proprietors has been growing
- Strengths include “hands on skills”, mechanical, technical, arts, and outdoor recreation
LOCAL LABOR DEMAND
Public and Private Sector Employment

TOTAL WAGE AND SALARY EMPLOYMENT IN GOVERNMENT AND PRIVATE EMPLOYERS, COLFAIX COUNTY, 1990 - 2002

Note: Figures shown here are annual averages of quarterly data.
CHANGE IN EMPLOYMENT, COLFAIX COUNTY: 2001 - YEAR ENDING Q2 2003

* - includes management of companies & enterprises, professional & technical services, and administrative & waste services.

Local Labor Demand

COLFAX COUNTY COVERED EMPLOYMENT, MOST RECENT YEAR AVAILABLE
(2002 Q:3 - 2003 Q:2)

- Government
- Accommodation & food svc
- Health care & social assistance
- Arts, entertainment & recreation
- Management svc
- Information and professional / technical svc
- Retail trade
- Wholesale trade, transportation, warehousing
- Manufacturing
- Construction
- Utilities
- Mining
- Other

1 - Include management of companies & enterprises, administration, waste services.
2 - Includes educational services; other services (ex. public administration); agriculture, forestry, fishing & hunting; unclassified; and undisclosed data.

Source: New Mexico Dept. of Labor, Economic Research and Analysis Bureau.
COLFAIX COUNTY: NUMBER OF PERSONS IN THE CIVILIAN LABOR FORCE, JANUARY 1997 - FEBRUARY 2004

The number of persons in the civilian labor force peaks in July and is low in the October - November, sometimes varying by 1,000 workers.

1 - February 2004 labor force data are preliminary.

Source: New Mexico Department of Labor, Table A, March 2004.
### RATON AREA
#### TOP FIVE OCCUPATIONAL JOB OPENINGS, 2003

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food and Drink Servers, Food Preparation, Cooks, Kitchen Workers, and Supervisors</td>
<td>83</td>
</tr>
<tr>
<td>Home Cleaners, Hotel, Motel Housekeeping and Desk Attendants</td>
<td>61</td>
</tr>
<tr>
<td>Construction and Building Trades</td>
<td>55</td>
</tr>
<tr>
<td>Laborers, Landscaping and Grounds Maintenance, Maintenance, Installation, and Repair</td>
<td>47</td>
</tr>
<tr>
<td>Administrative Support and Office Clerks</td>
<td>45</td>
</tr>
</tbody>
</table>

Source: New Mexico Department of Labor, Raton Career Center, 2003
UNM Bureau of Business and Economic Research, 2004

• Over one fourth of the jobs in the Raton area are in the tourism / travel related and have basic training and education requirements
Summary: Labor Demand

- Colfax County employment increased at a 2% compound annual rate in the 1990’s
- Little employment growth in 2000-01
- Almost half of the jobs in Colfax County are in government or accommodations and food services.
- Increasing employment - coalbed methane extraction activities, accommodations, food services.
- Declining employment - retail, wholesale trade, and coal mining.
LABOR SUPPLY AND DEMAND BALANCE
Excess labor supply?

- Increasing unemployment
- Mine closure and associated impacts
- Low wages
- Increase in self-employment
or excess labor demand?

The survey of employers found:

- 175+ currently vacant positions
- Availability of skilled and/or experienced labor is the greatest challenge of area employers
- Employers searching for employees outside of the area
Currently Vacant Positions

305

335

CURRENTLY VACANT POSITIONS IN THE RATON VICINITY BY OCCUPATIONAL GROUP, 2004

- Construction, extraction and maintenance*: 23%
- Service: 45%
- Management, business, and financial: 1%
- Production, transporation, and material moving: 8%
- Professional and related: 12%
- Sales and office: 11%

* also includes agriculture, forestry and fishing occupations.

## Currently Vacant Positions in the Raton Vicinity, 2004: Top 5 Occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Positions Currently Vacant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Service (servers, wait staff, cooks, preparers)</td>
<td>52</td>
</tr>
<tr>
<td>Extraction workers</td>
<td>14</td>
</tr>
<tr>
<td>Other construction workers and helpers</td>
<td>14</td>
</tr>
<tr>
<td>Vehicle and mobile equipment mechanics, installers, repairers</td>
<td>8</td>
</tr>
<tr>
<td>Building and grounds cleaning and maintenance occupations</td>
<td>7</td>
</tr>
<tr>
<td>Other (53 occupations)</td>
<td>83</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>178</strong></td>
</tr>
</tbody>
</table>


Currently Vacant Positions in the Raton Vicinity, 2004: Difficult to Fill

<table>
<thead>
<tr>
<th>Occupation Group</th>
<th>Percent Difficult to Fill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction, extraction and maintenance*</td>
<td>83.3%</td>
</tr>
<tr>
<td>Management, business, and financial</td>
<td>83.3%</td>
</tr>
<tr>
<td>Production, transporation, and material moving</td>
<td>66.7%</td>
</tr>
<tr>
<td>Professional and related</td>
<td>89.1%</td>
</tr>
<tr>
<td>Sales and office</td>
<td>64.9%</td>
</tr>
<tr>
<td>Service</td>
<td>62.2%</td>
</tr>
<tr>
<td>All Occupations</td>
<td>74.7%</td>
</tr>
</tbody>
</table>

* also includes agriculture, forestry and fishing occupations.
### Top 5 Skills Employers Perceive as Needed in the Labor Force

<table>
<thead>
<tr>
<th>Rank</th>
<th>Skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Interpersonal skills</td>
</tr>
<tr>
<td>2</td>
<td>Personal skills</td>
</tr>
<tr>
<td>3</td>
<td>Basic computer/ clerical</td>
</tr>
<tr>
<td>4</td>
<td>Basic math</td>
</tr>
<tr>
<td>5</td>
<td>Specialized equipment/tools</td>
</tr>
</tbody>
</table>


DETAIL ON THE 2 YEAR DEGREES, CERTIFICATIONS, AND LICENSES REQUIRED FOR CURRENTLY VACANT AND FUTURE POSITIONS*

<table>
<thead>
<tr>
<th>2 Yr. Deg./Cert./Lisc.</th>
<th>Currently Vacant Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>CDL</td>
<td>14</td>
</tr>
<tr>
<td>Heavy equipment operator</td>
<td>12</td>
</tr>
<tr>
<td>Trades</td>
<td>4</td>
</tr>
<tr>
<td>Medical / Dental</td>
<td>3</td>
</tr>
<tr>
<td>Auto Mechanics</td>
<td>3</td>
</tr>
<tr>
<td>Medical (clerk / coding)</td>
<td>3</td>
</tr>
<tr>
<td>Medical - technical</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
</tr>
</tbody>
</table>

* includes only those that indicated a specific degree, certificate, or license.

Education needs of currently vacant positions include:

- CDL and/or heavy equipment operator training needed most; various trade certifications (plumbing, electrical); and health services (assistants and techs) training

- Bachelors and masters degree in social work and education (though in smaller numbers).
Future Positions
POSITIONS TO BE FILLED IN 3-YEARS, RATON VICINITY, 2004

Construction, extraction and maintenance* 24%
Management, business, and financial 1%
Production, transportation, and material moving 12%
Professional and related 19%
Sales and office 12%
Service 32%

* also includes agriculture, forestry and fishing occupations.

Total Positions to be Filled in 3-Years = 335
Positions to be Filled in Future, Raton Vicinity, 2004: Top 5 Occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>To be Filled in 3-Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Service (servers, wait staff, cooks, preparers)</td>
<td>53</td>
</tr>
<tr>
<td>Driver/sales workers and truck drivers</td>
<td>31</td>
</tr>
<tr>
<td>Extraction workers</td>
<td>30</td>
</tr>
<tr>
<td>Other construction workers and helpers</td>
<td>29</td>
</tr>
<tr>
<td>Teachers, preschool, kindergarten, elementary and middle school</td>
<td>22</td>
</tr>
<tr>
<td>Other (53 occupations)</td>
<td>170</td>
</tr>
<tr>
<td>Total</td>
<td>335</td>
</tr>
</tbody>
</table>

EDUCATIONAL REQUIREMENTS: NUMBER OF POSITIONS CURRENTLY VACANT AND TO BE FILLED IN 3-YEARS, RATON VICINITY, 2004

1 - includes only those positions that indicated educational requirements.
### 2 Yr. Deg., Cert., Lisc., of Future Positions

<table>
<thead>
<tr>
<th>2 Yr. Deg./Cert./Lisc.</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>CDL</td>
<td>53</td>
</tr>
<tr>
<td>Heavy equipment operator</td>
<td>29</td>
</tr>
<tr>
<td>Teaching / Education related</td>
<td>17</td>
</tr>
<tr>
<td>Medical (technicians)</td>
<td>6</td>
</tr>
<tr>
<td>Medical / Dental</td>
<td>5</td>
</tr>
<tr>
<td>Medical (clerk / coding)</td>
<td>5</td>
</tr>
<tr>
<td>Trades</td>
<td>4</td>
</tr>
<tr>
<td>Auto Mechanics</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
</tr>
</tbody>
</table>

* includes only those that indicated a specific degree, certificate, or license.

Summary: Currently Vacant Positions

- 178 vacant positions in 58 occupations

- Almost half of the positions are service occupations, followed by extraction, construction, and maintenance.

- Basic skills (communication, computer, and math) needed for the largest number of positions.
Summary: Currently Vacant Positions

- Basic skills (communication, computer, and math) needed for the largest number of positions.

- Almost half of the positions require education / training beyond a HS diploma / GED.

- CDL and equipment operation training is needed for the largest number of positions requiring a 2 yr. Degree/cert/lisc.
Summary: Positions to be Filled in Future

- Employers anticipate needing to fill an additional 330 positions in 3-years.

- CDLs and equipment operator training needed for the largest number of positions. How long will this last?

- Professional and related and production, transportation and material moving occupations have larger roles.

- Education and training requirements will be more rigorous.
Gaps exist between the skills/training needs of local employers and the skills/training found in the local labor force.
WAYS THESE GAPS CAN BE ADDRESSED:

- Connect job seekers and employers
  - NMDOL - one-on-one placements, job fairs, screening, etc
  - City – advertise positions

- Help overcome obstacles to employment
  - Help residents obtain jobs (Careers program)
  - Develop “employee skills”
  - Identify and fill gaps in childcare options
  - Address transportation issues
  - Family friendly workplaces
WAYS THESE GAPS CAN BE ADDRESSED:

- Bring technology to the general public.
  - Learning Center programs / classes
  - Public access to computers (Learning Center, City, Internet cafes, library)
  - Summer / after-school school programs
WAYS THESE GAPS CAN BE ADDRESSED:

Education:

- Ensure the current and future labor force has all the basic skills (RHS work study programs)

- Consistent GED classes and testing

- Increase labor force “agility”
  - increase licensing and certification opportunities (especially CDL and equipment operation)
  - continue to offer post secondary degree and non degree track courses
WAYS THESE GAPS CAN BE ADDRESSED:

- Retain and attract young adults
  - Recreation
  - Entertainment
  - Personal enrichment classes
  - Etc.

- Build off of Raton’s strengths
  - existing labor force skills
  - emerging technical employment
  - arts and cultural community / activities
  - natural surroundings
  - transportation access
WAYS THESE GAPS CAN BE ADDRESSED:

- Preserve and enhance Raton’s:
  - vibrant history
  - Historic Downtown
  - built environment
  - quality of life
Reports available online:

Preliminary Findings and Demographic, Economic and Labor Force Analysis and the final report Labor Force, Employment and the Future are available at: 
www.unm.edu/~bber publications link
Thank you!