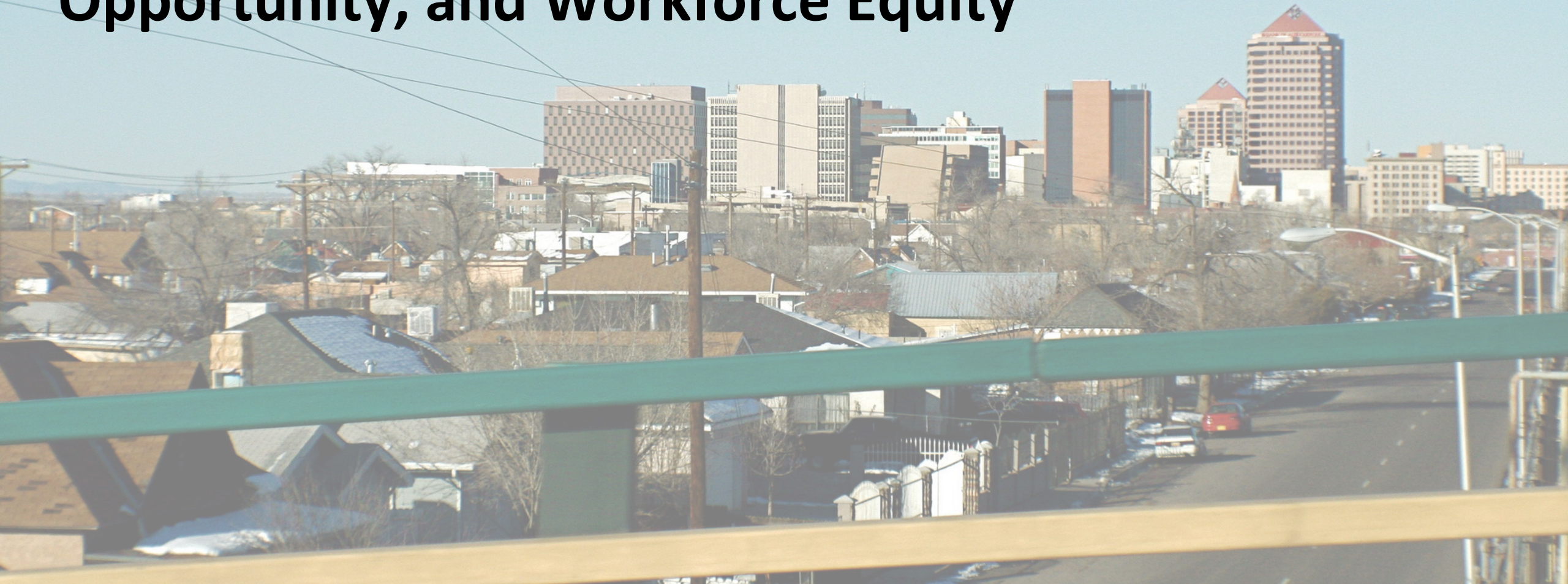


# **Toward an Equitable Future of Work in New Mexico: Critical Indicators for Jobs, Opportunity, and Workforce Equity**





# Workforce Demographics



People of color make up more than 60 percent of the New Mexico workforce.

Nearly 890,000 people work in the state of New Mexico, including about 540,000 people of color.

Latinx workers are the largest racial/ethnic group in the workforce (48 percent), followed by white workers (39 percent). Native Americans are 7 percent of the workforce, and Asian or Pacific Islander, Black, and multiracial workers are 2 percent each.

[See the interactive data.](#)

Number and share of workers by race/ethnicity, New Mexico, 2019

Ethnicity ▲	Population	Percent
Total	888,262	
Asian or Pacific Islander	16,892	2%
Black	16,652	2%
Latinx	424,011	48%
Mixed/Other	13,877	2%
Native American	66,271	7%
White	350,559	39%

Latino includes people of Hispanic origin of any race; all other groups are non-Hispanic.

Source: National Equity Atlas and Emsi Burning Glass analysis of ..... • Created with Datawrapper



# Occupational Segregation





# Persistent occupational segregation is a pressing challenge for workforce equity.

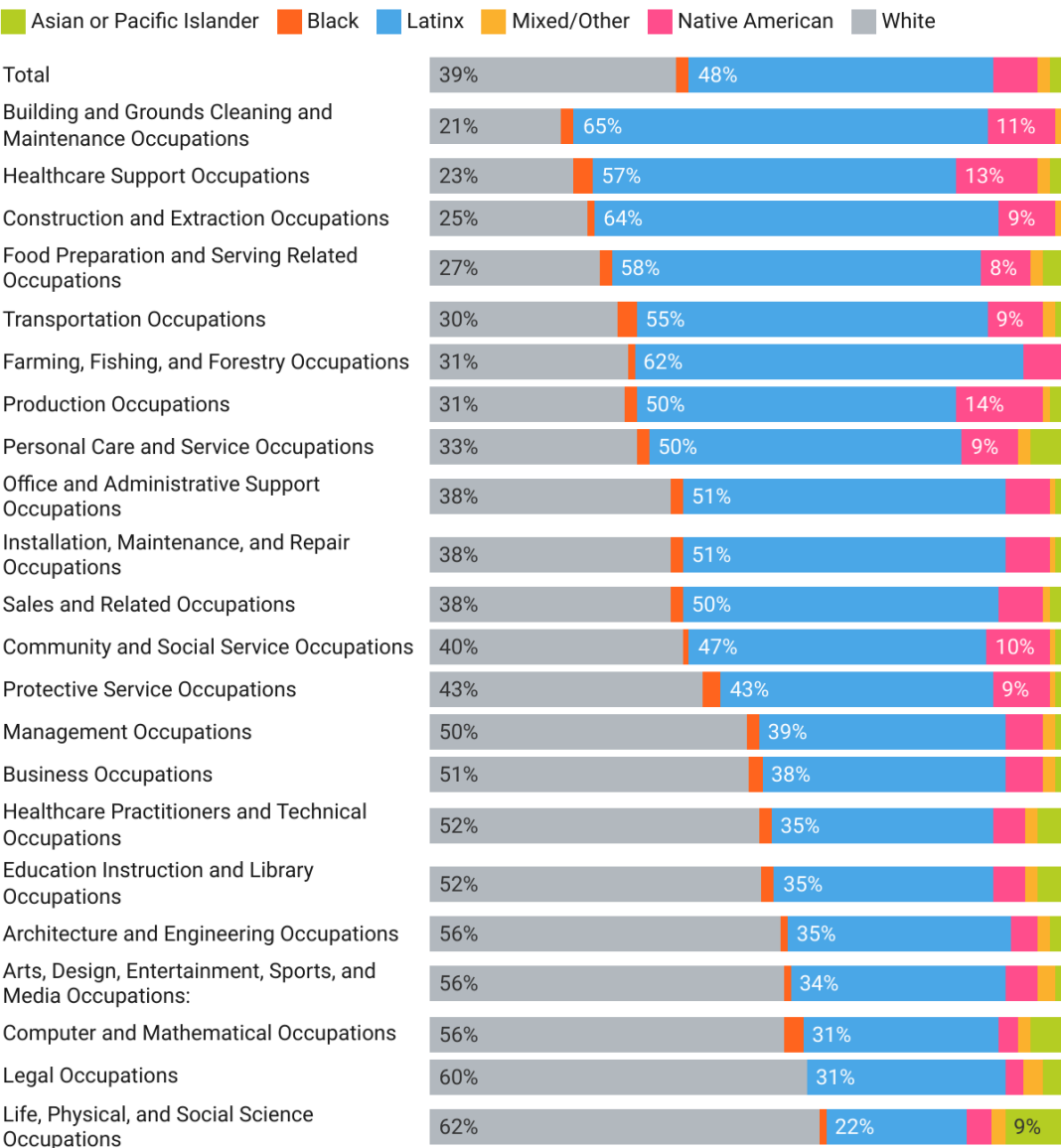
Occupational segregation continues to crowd many workers of color – particularly Latinx and Native American workers – into lower wage, lower quality jobs.

Latinx workers are 48 percent of the total workforce but 65 percent of those in building and grounds cleaning and maintenance, 64 percent of those in construction and extraction, and 62 percent of those in farming, fishing, and forestry occupations.

Native American workers are 7 percent of the total workforce but 14 percent of those in production, 13 percent in health-care support, and 11 percent in building and grounds cleaning and maintenance occupations.

[See the interactive data.](#)

Share of workers by race/ethnicity and occupational group, New Mexico, 2019





Persistent occupational segregation is a pressing challenge for workforce equity.

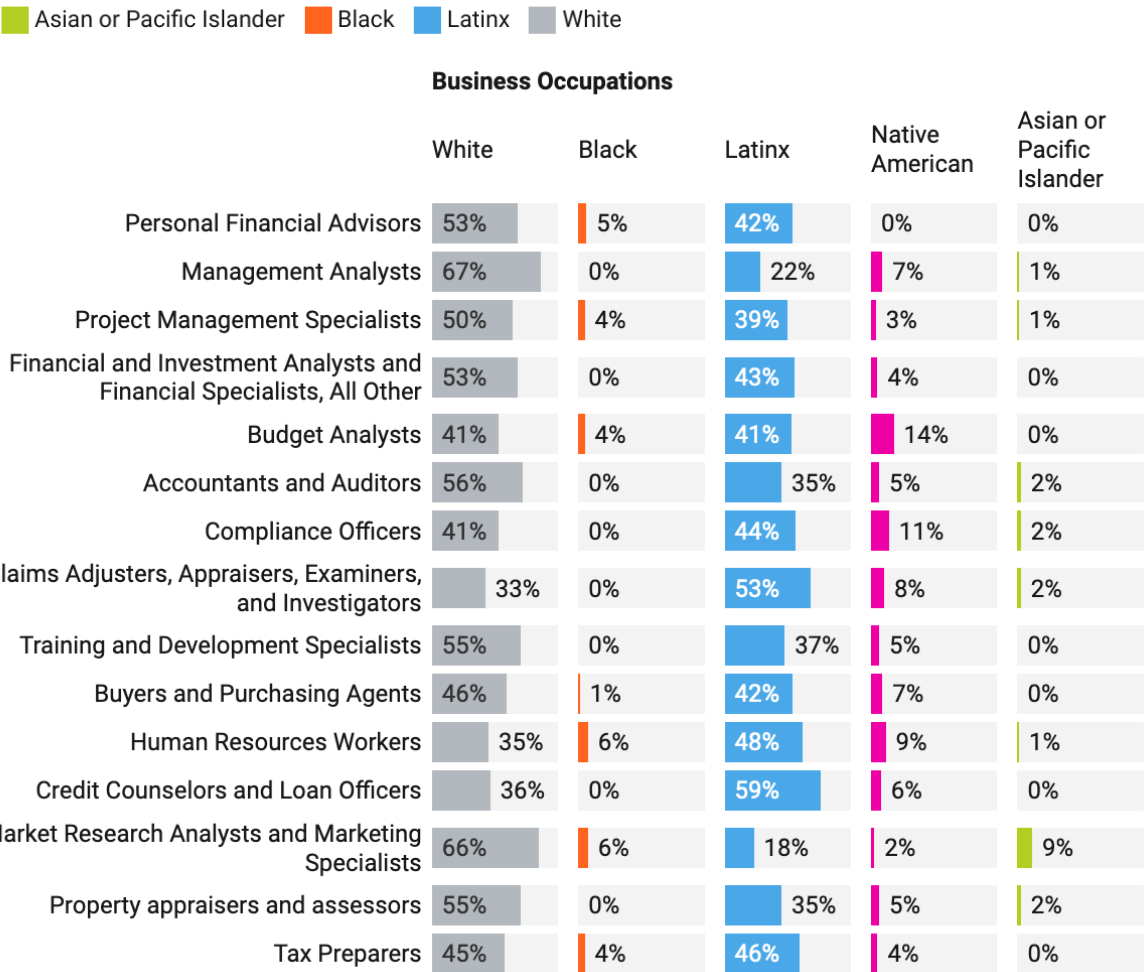
White workers are overrepresented among most of the state’s largest business occupations, especially management analysts and market research analysts and marketing specialists.

Latinx workers are overrepresented among credit counselors and loan officers and claims adjusters, appraisers, examiners, and investigators. They are most dramatically underrepresented among market research analysts and marketing specialists and management analysts.

Native American workers are under-represented among many business management occupations, but over-represented among budget analysts and compliance officers.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, New Mexico, 2019





## Persistent occupational segregation is a pressing challenge for workforce equity.

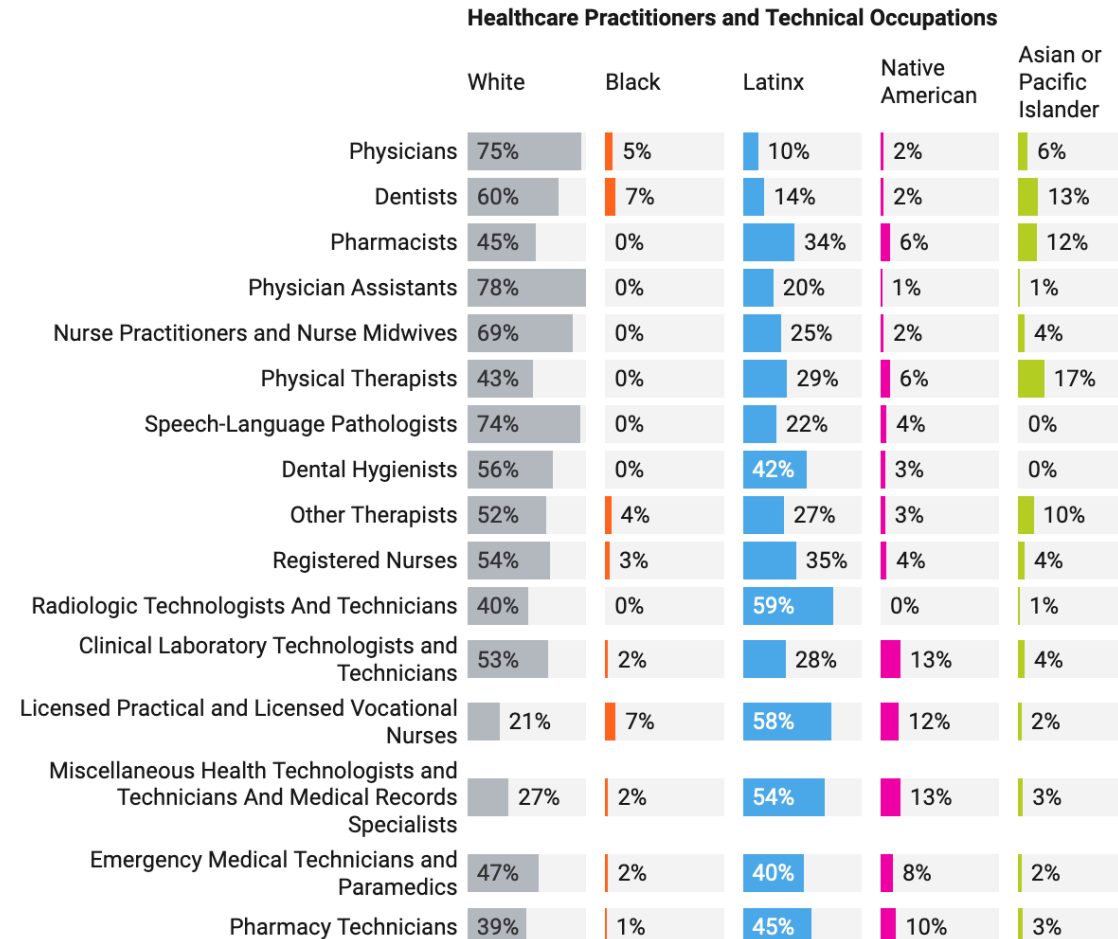
Workers of color are underrepresented among many of New Mexico's largest health-care occupations.

Latinx workers are significantly concentrated among radiologic technologists and technicians (59 percent) licensed practical and vocational nurses (58 percent). They are dramatically underrepresented among physicians (10 percent) and dentists (14 percent).

Native American workers are well represented among licensed practical and vocational nurses and clinical lab and other technologists and technicians, but underrepresented in most other large health-care occupations.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, New Mexico, 2019





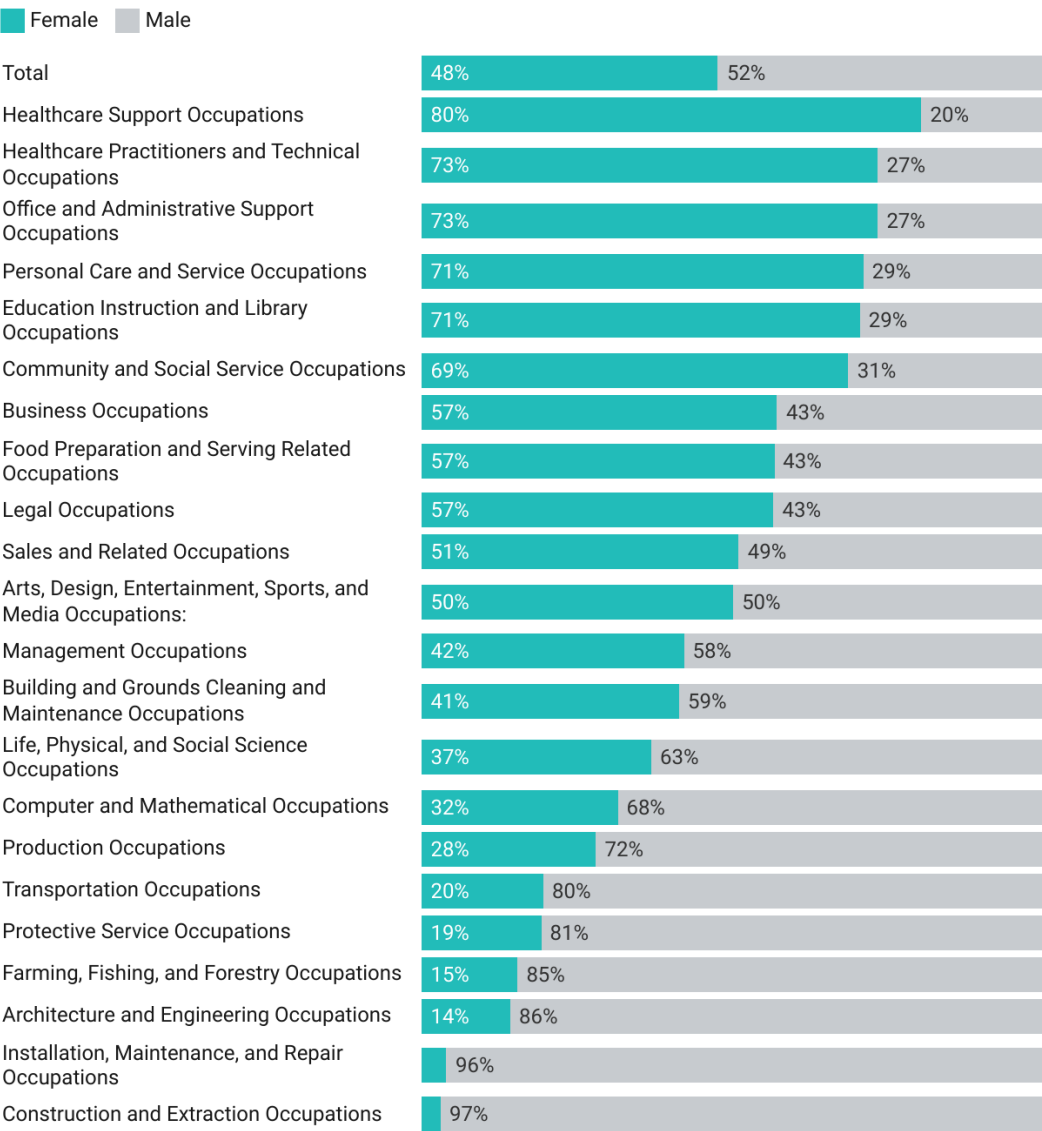
## Most occupational groups are also segregated by gender.

Women make up just under half of New Mexico’s workforce (48 percent) but just 14 percent of those in architecture and engineering jobs and 32 percent of those in computer and mathematical jobs.

They are most overrepresented among health-care support occupations (80 percent), healthcare practitioners and technical occupations (73 percent), office and administrative support occupations (73 percent), personal care and service occupations (15 percent), and education instruction and library occupations (71 percent).

[See the interactive data.](#)

Share of workers by gender and occupational group, New Mexico, 2019





# Future-Ready Jobs





## Growing the number of future-ready jobs — and ensuring equitable access to those opportunities — is key to a thriving and sustainable New Mexico economy.

Future-ready jobs are those that provide stable, family-supporting incomes for workers and strong future prospects for employers and communities, as defined below.

### Living wage compensation:

Average wage for the occupation is sufficient to sustain a family of two working adults and two children — \$43,160 in New Mexico (for an annual family income just over \$86,000).

Adequate wages are essential for families to meet their basic needs, weather emergency expenses, and plan for the future.

### Stable or growing base of employment:

The number of jobs is projected to grow or to remain relatively stable for the next decade. That is, employment in the occupation is not declining by more than 10 percent over 10 years for large occupations, or more than 2 percent over 10 years for small occupations.

A reliable base of employment provides stability for businesses and communities.

### Automation resilient:

The occupation has a probability of computerization lower than 50 percent, given the full array of tasks that compose the role.

Automation and digitization change the way work gets done, and some workers are at heightened risk of job displacement. If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation.

The vast majority of jobs in New Mexico that require at least a four-year degree are future-ready.

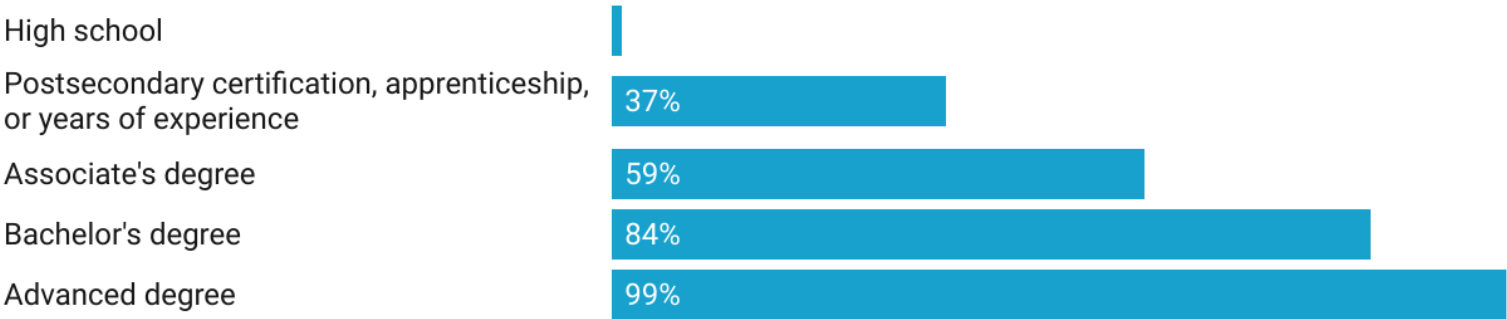
More than nine out of 10 jobs that require an advanced degree are future-ready – providing family-sustaining wages, a stable base of employment, and resilience to automation.

About 84 of jobs that require a bachelor’s degree are also good jobs, along with 59 percent of those that require an associate’s degree.

In contrast, just 2 percent of jobs that require only a high school diploma are future ready

[See the interactive data.](#)

Future-ready job rate, by required education, New Mexico, 2019



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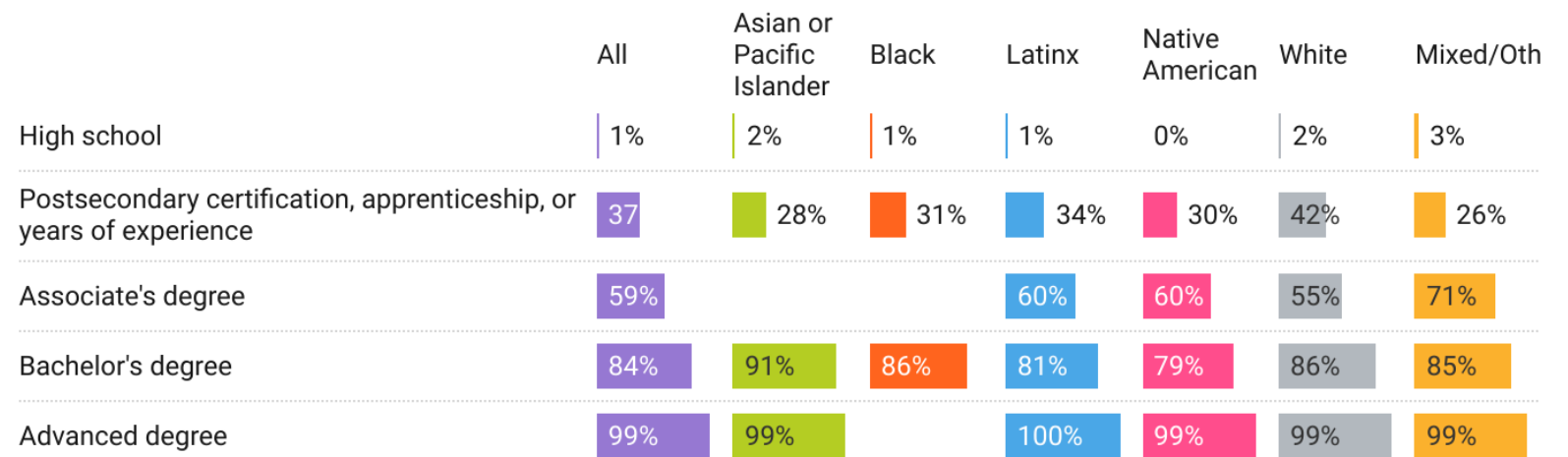
Among jobs that do not require a college degree, there are racial gaps in access to future-ready roles.

Very few jobs in New Mexico that require less than an associate’s degree are considered future-ready. Still, among workers in jobs that do not require a college degree, white workers are more likely than Black, Latinx, and Native American workers to have future-ready roles.

Among occupations that require a four-year college degree, the majority of jobs are future-ready but racial gaps still exist: among these occupations, 79 percent of Native American workers and 81 percent of Latinx workers have good jobs, compared to 86 percent of white workers.

[See the interactive data.](#)

Share of workers in future-ready jobs by race/ethnicity and educational requirements, New Mexico, 2019



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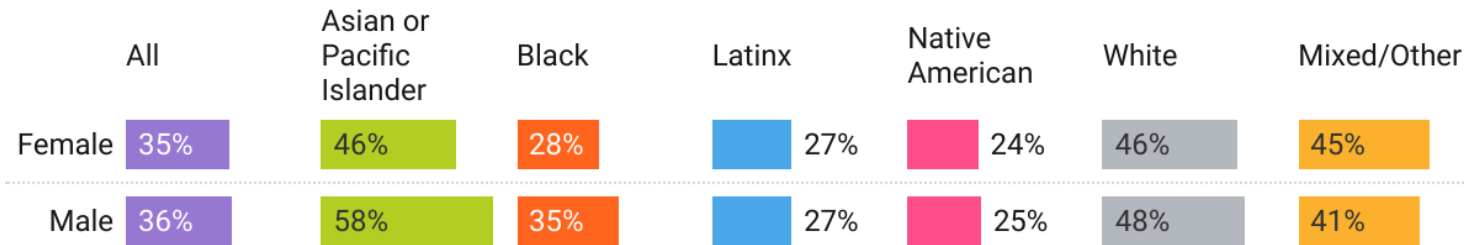
Among some racial/ethnic groups, access to future-ready jobs differs considerably by gender.

Overall, men and women are equally likely to hold future-ready jobs in New Mexico (36 and 35 percent, respectively). But gender differences vary by race and ethnicity. The gap is largest among Asian or Pacific Islander workers: 58 percent of men are in future-ready roles, compared to 46 percent of women.

Among both men and women, Native American workers are least likely to have future-ready roles: just 24 percent of Native American women and 25 percent of Native American men have such jobs.

[See the interactive data.](#)

Share of workers in future-ready jobs by race/ethnicity and gender, New Mexico, 2019



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# Labor Market Trends





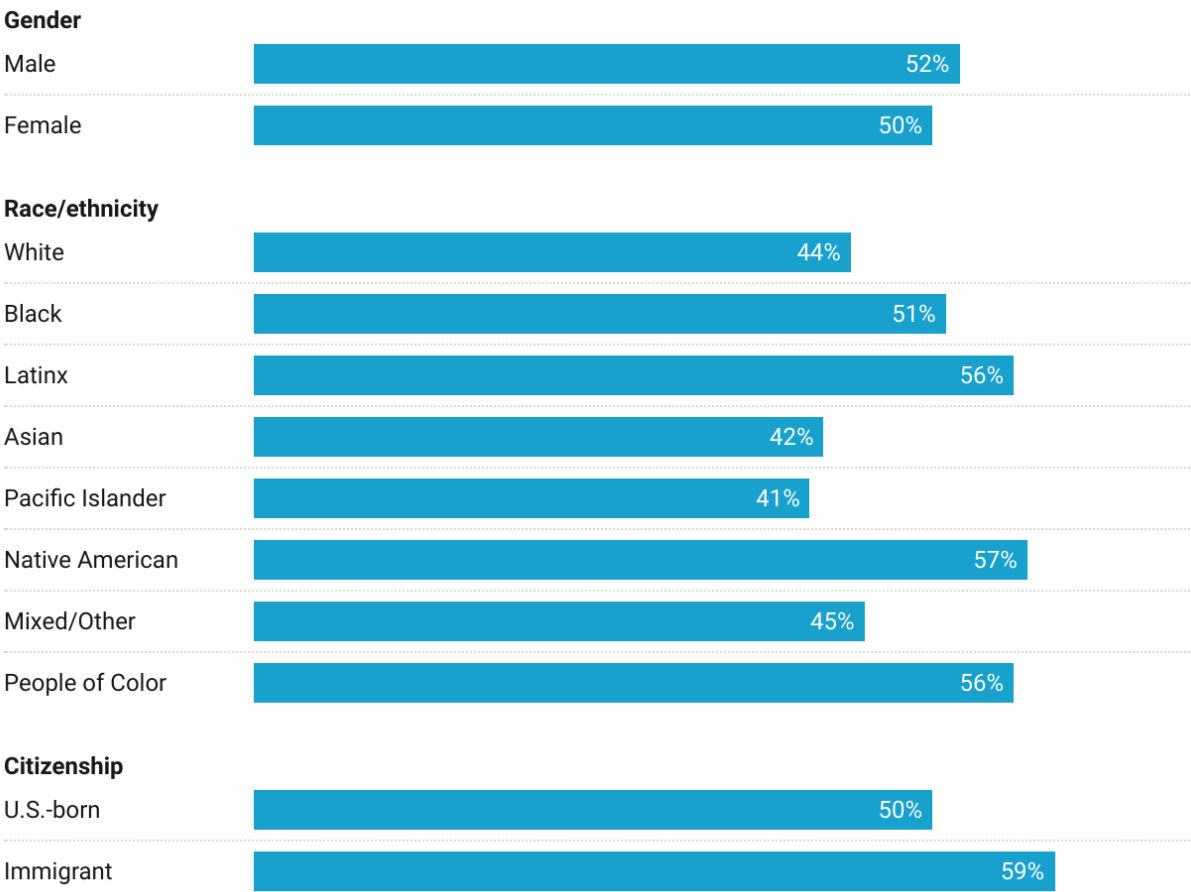
# Automation risk is highest for Native American and Latinx workers.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation. In New Mexico, 52 percent of male workers and 50 percent of female workers are in automation-vulnerable jobs.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 57 percent of Native American workers, 56 percent of Latinx workers, and 51 percent of Black workers in the state are in automation-vulnerable occupations, compared with 44 percent of white workers.

[See the interactive data.](#)

Automation risk by demographic characteristics, New Mexico, 2019





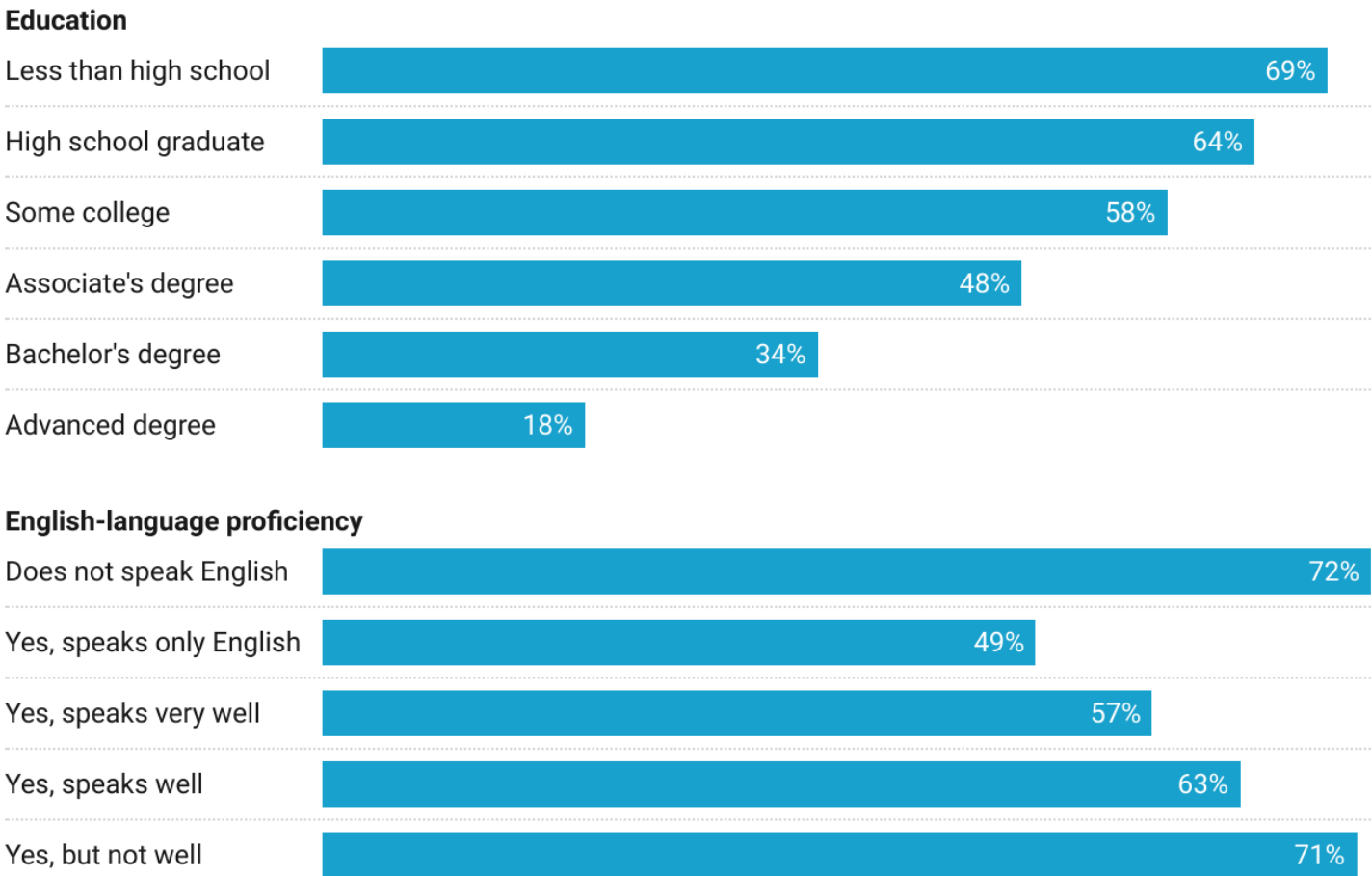
Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.

Higher education is strongly correlated with lower risk of automation. Just 18 percent of workers with an advanced degree are in automation-vulnerable jobs, compared to 69 percent of those without a high school diploma and 64 percent of workers with only a high school diploma.

Greater English-language proficiency is likewise associated with greater resilience to automation. About 49 percent of workers who speak only English are at risk of automation, compared with 72 percent of those who do not speak English.

[See the interactive data.](#)

Automation risk by education, New Mexico, 2019



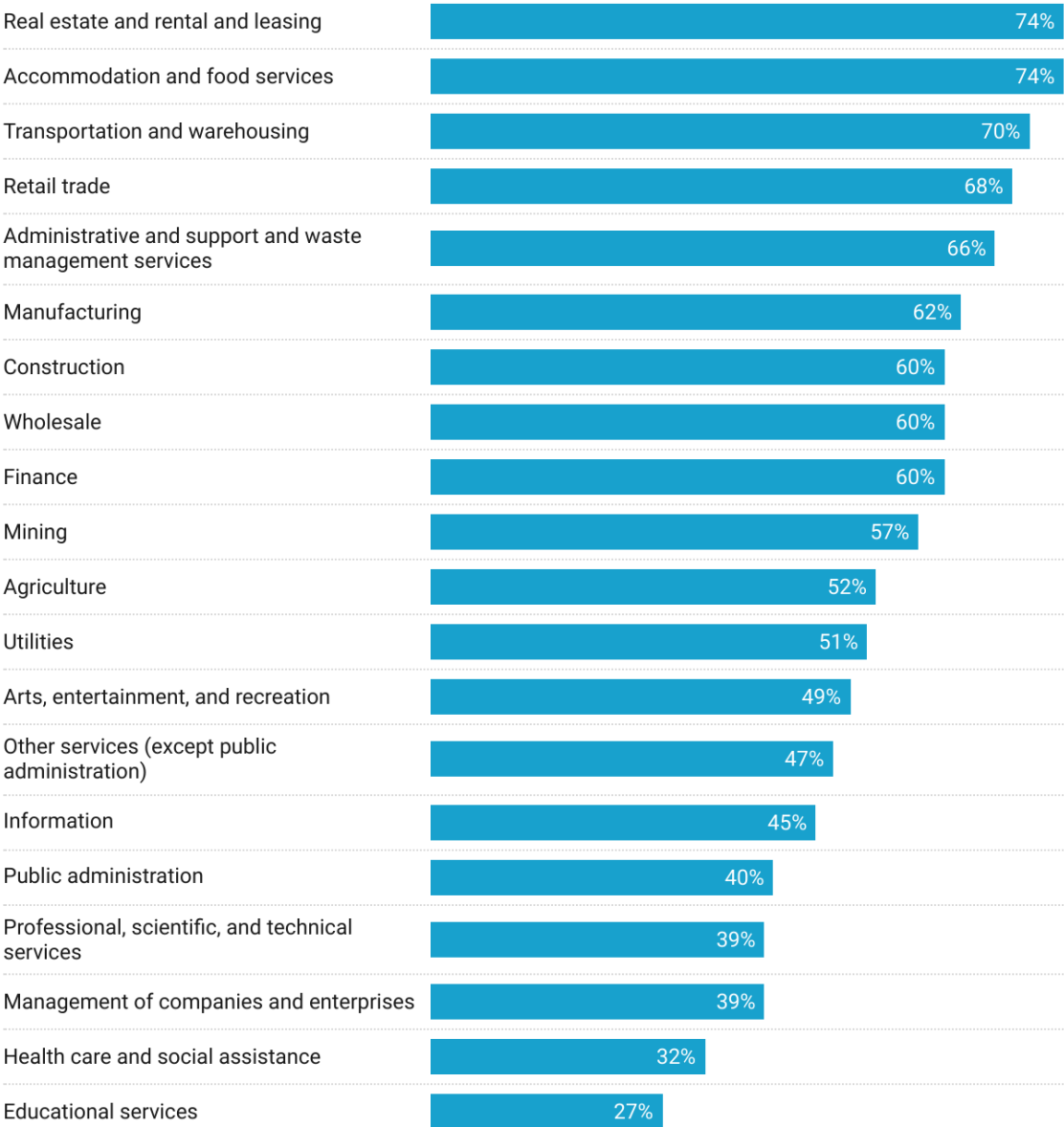
Workers in educational services have the lowest risk of automation, while those in accommodation and food services are at the highest risk.

Automation risk also varies by industry. In New Mexico, the risk is highest among the real estate and rental and leasing industry (74 percent) and the accommodation and food services industry (74 percent) followed by transportation and warehousing (70 percent).

The most automation-resilient industries are educational services (27 percent of jobs at risk of automation) and health care and social assistance (32 percent of jobs at risk).

[See the interactive data.](#)

Automation risk by industry, New Mexico, 2019





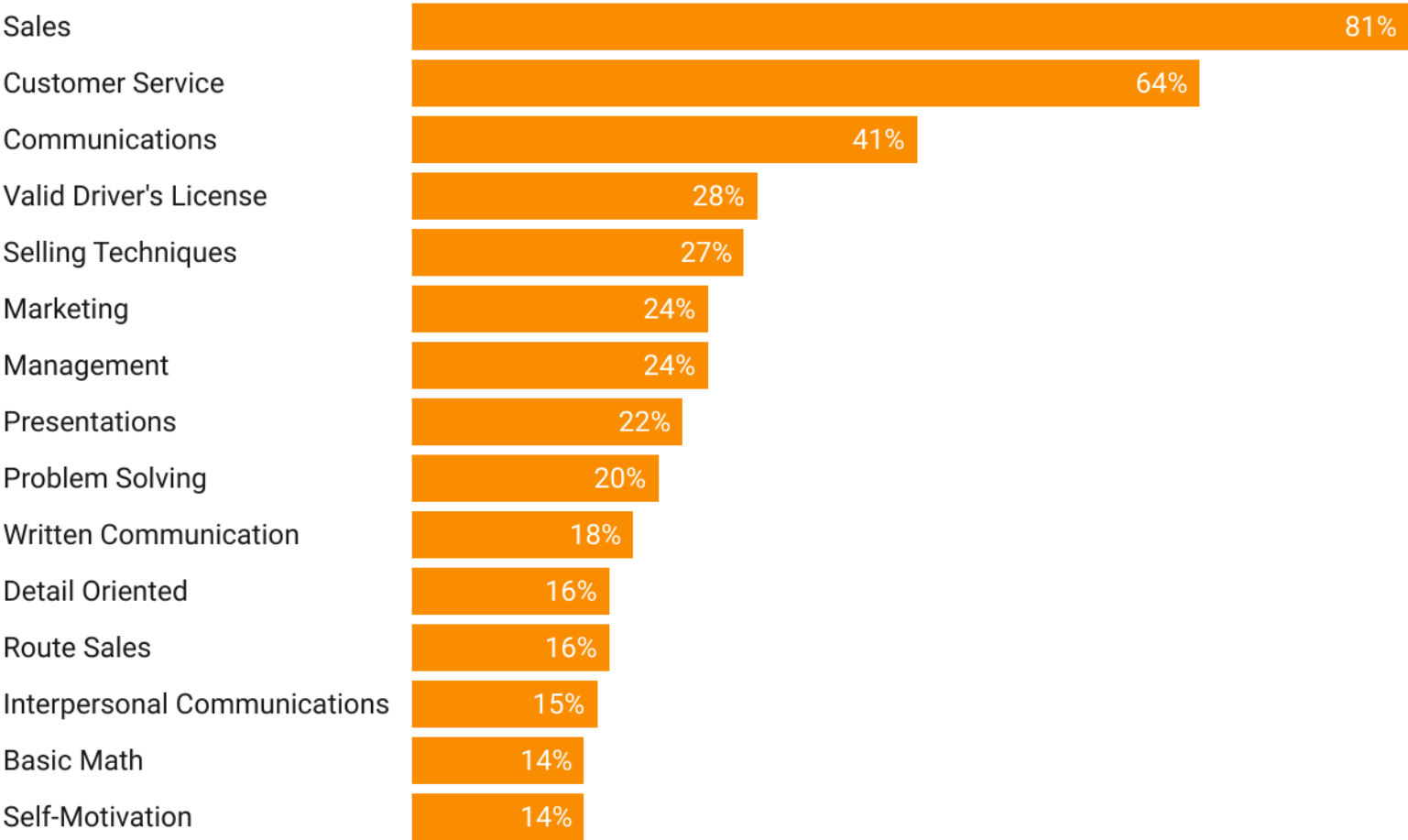
**Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.**

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for sales representatives of services (except advertising, insurance, financial services, and travel) in New Mexico, with sales, customer service, and communications skills topping the list.

[See the interactive data.](#)

Top skills for sales representatives of services, except advertising, insurance, financial services, and travel, New Mexico, 2019



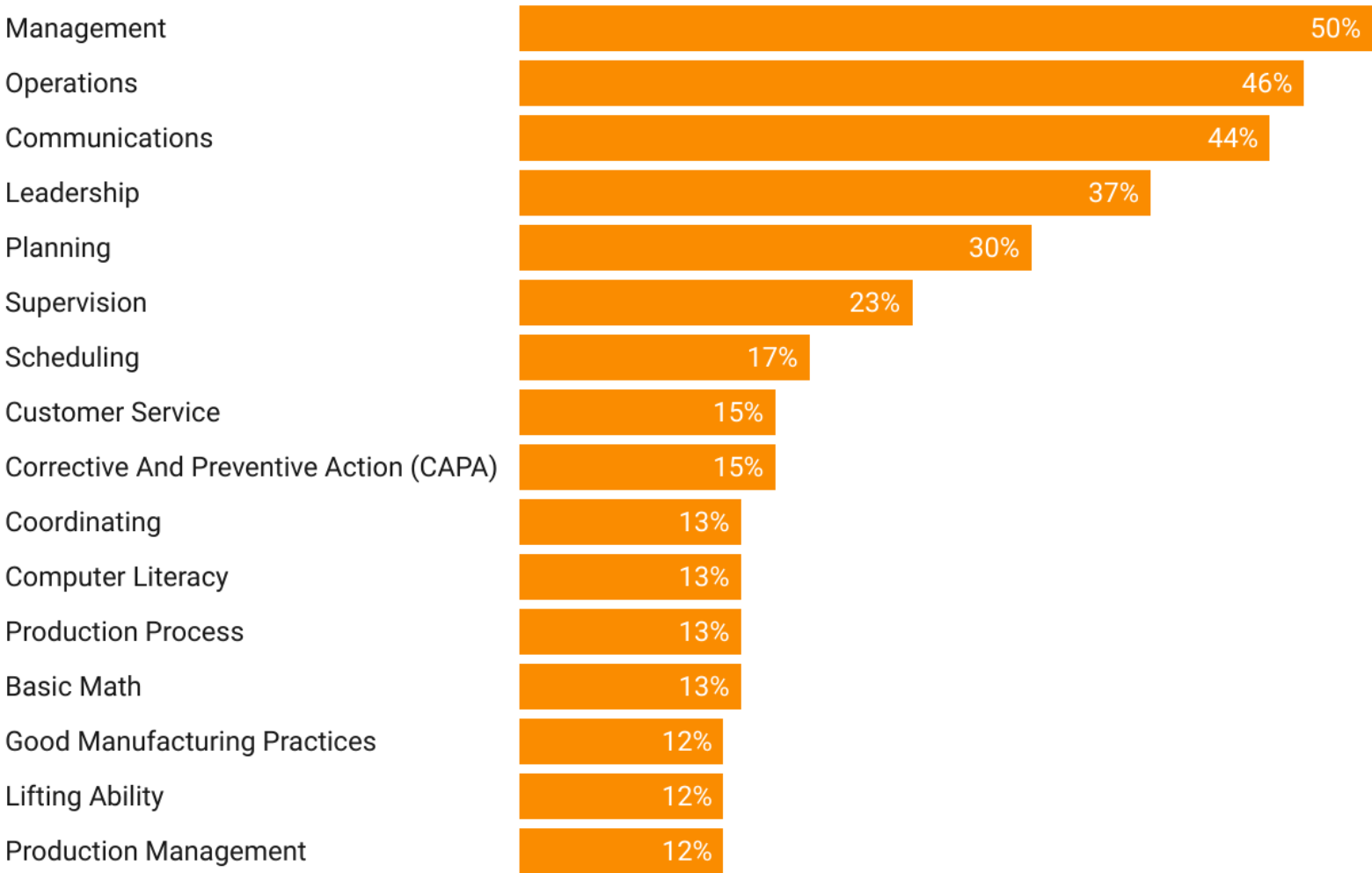
**Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.**

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for first-line supervisors of production and operating workers in New Mexico. Communications, operations, leadership, and management skills are listed in about 40 percent of postings for these occupations.

[See the interactive data.](#)

Top skills for first-line supervisors of production and operating workers, New Mexico, 2019



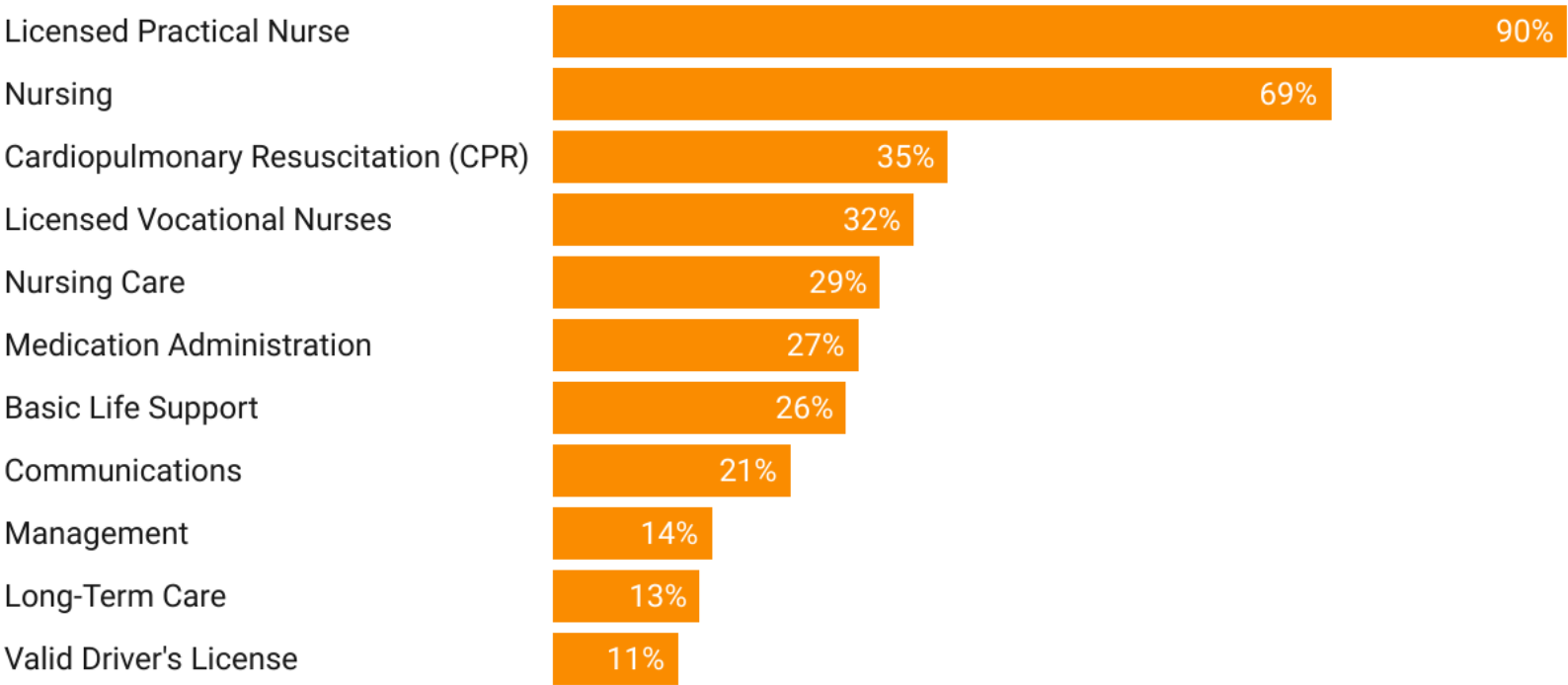
Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for licensed practical and licensed vocational nurses in New Mexico, many of which can be developed and honed through other healthcare occupations (skills such as CPR and communications).

[See the interactive data.](#)

Top skills for licensed practical and licensed vocational nurses, New Mexico, 2019



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