

New Mexico Energy Symposium

**From Planning to Practice:
Building New Mexico's
Energy Workforce**

November 2025



AGENDA



Introduction & Workforce Data



Current Climate Ready & Infrastructure Workforce Initiatives



What is a Sector Strategy?



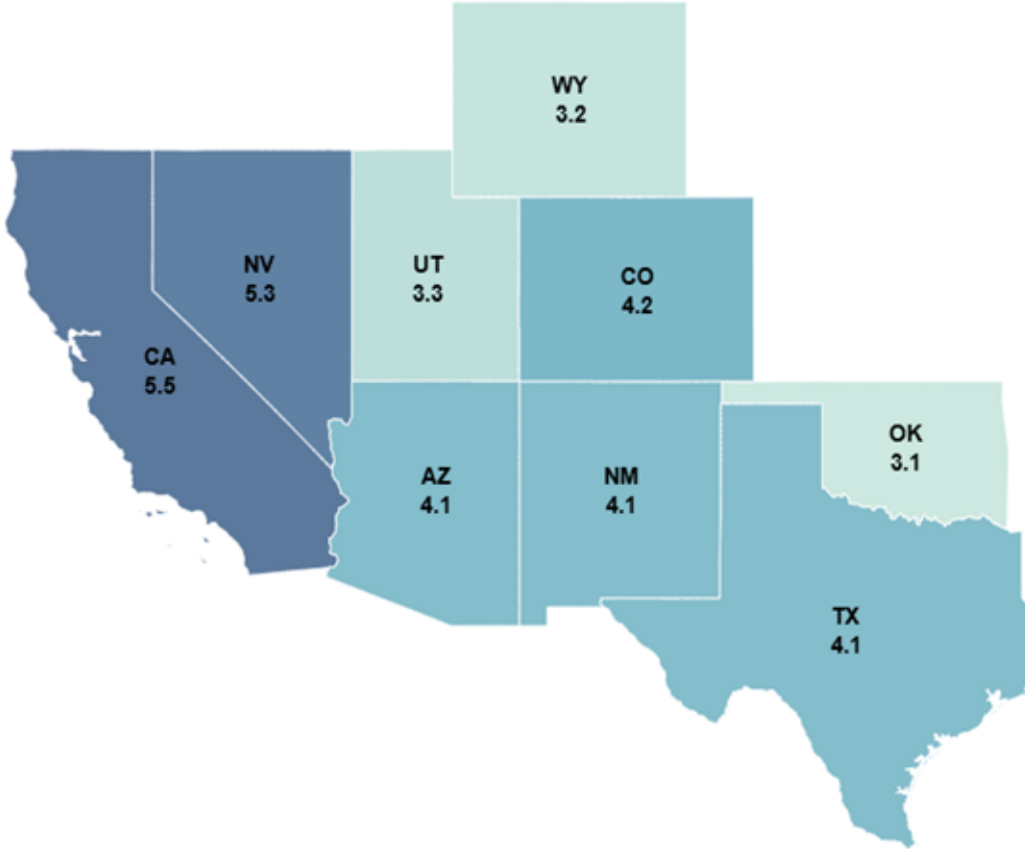
Panel Discussion



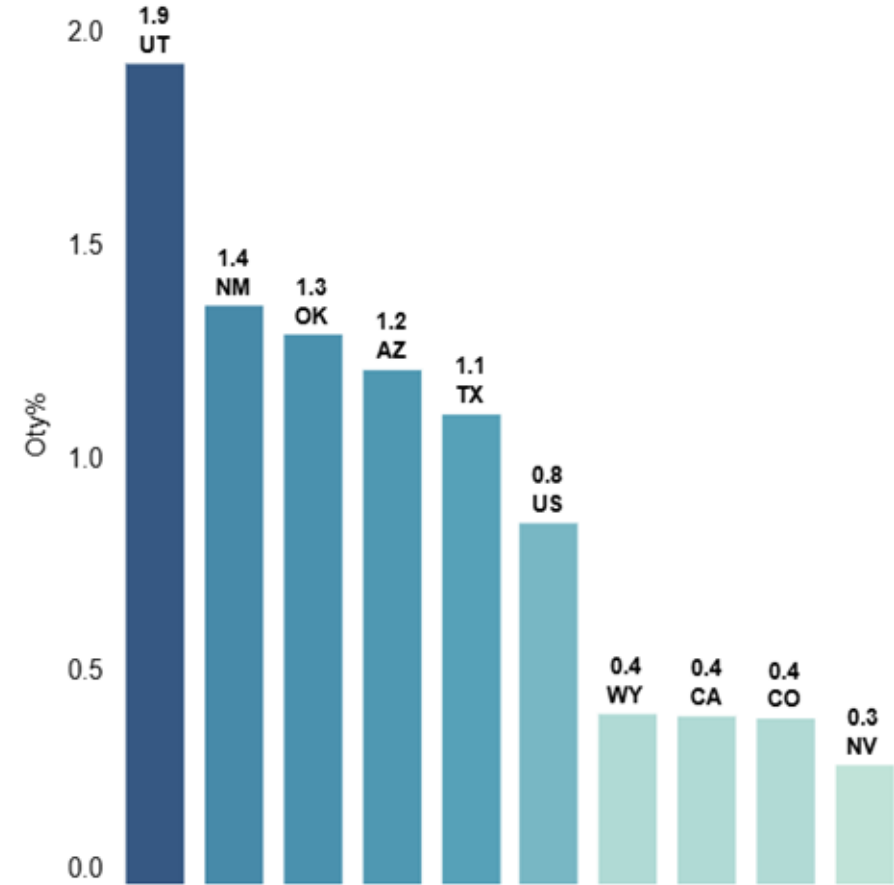
Q&A and Wrap Up



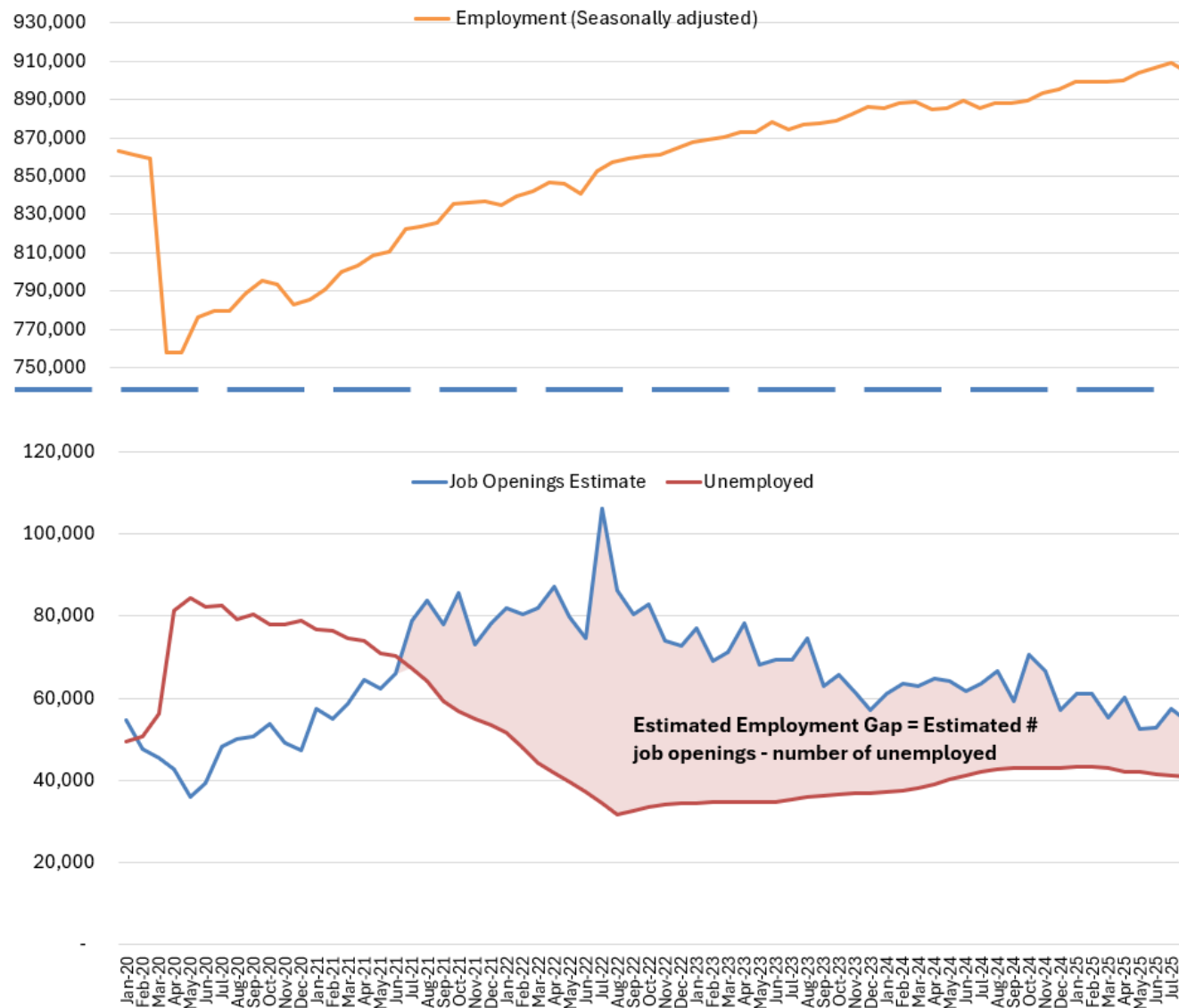
Regional Unemployment Rates (%)
August 2025
Seasonally Adjusted



Regional Over-the-Year Employment Growth (%)
August 2024 to August 2025
Not Seasonally Adjusted



ESTIMATED EMPLOYMENT GAP

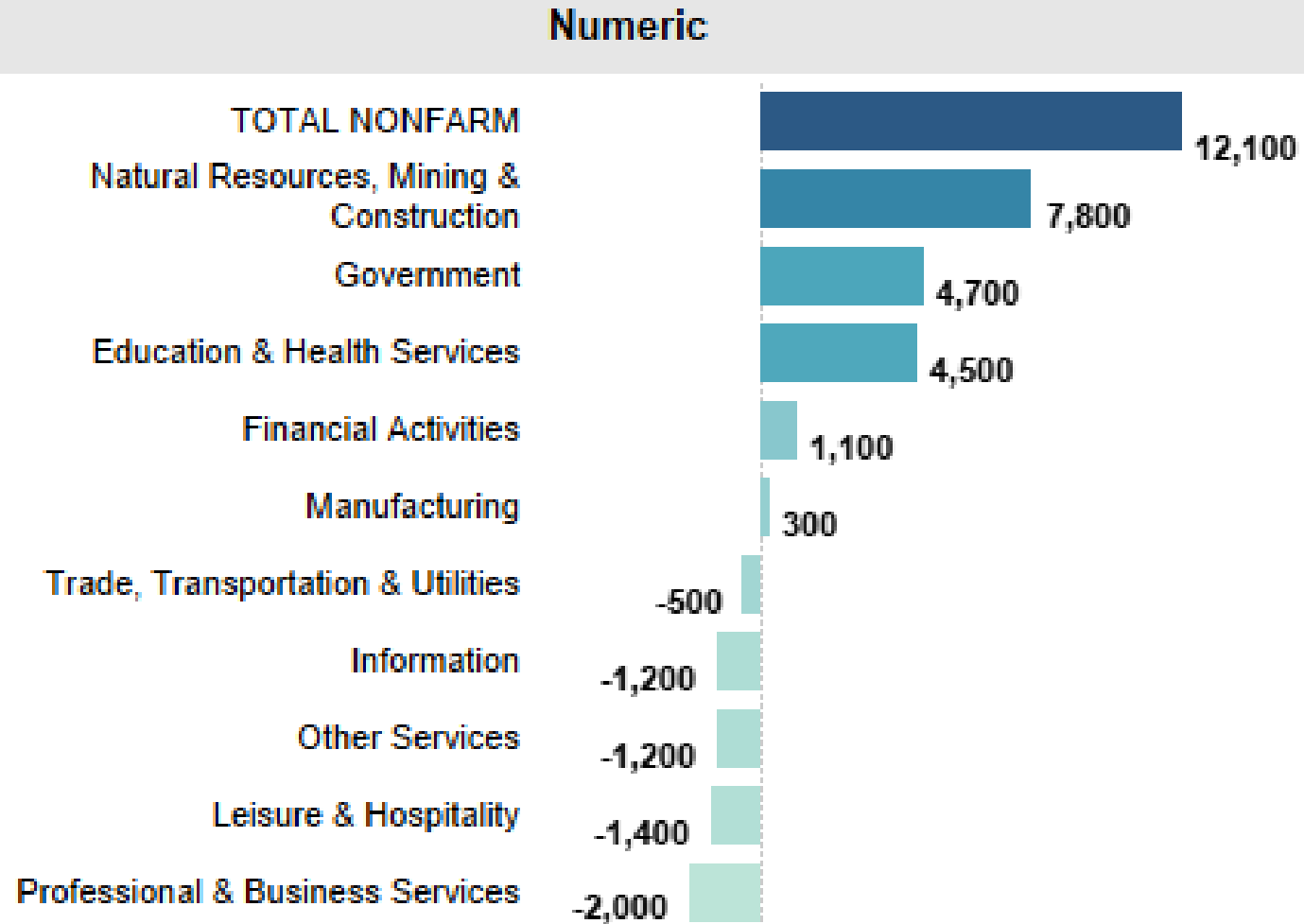


August 2025
Employment: 904,800

August 2025 Estimated
Employment Gap: 13, 442

August 2025
Unemployed: 40,857

OVER THE YEAR JOB GROWTH

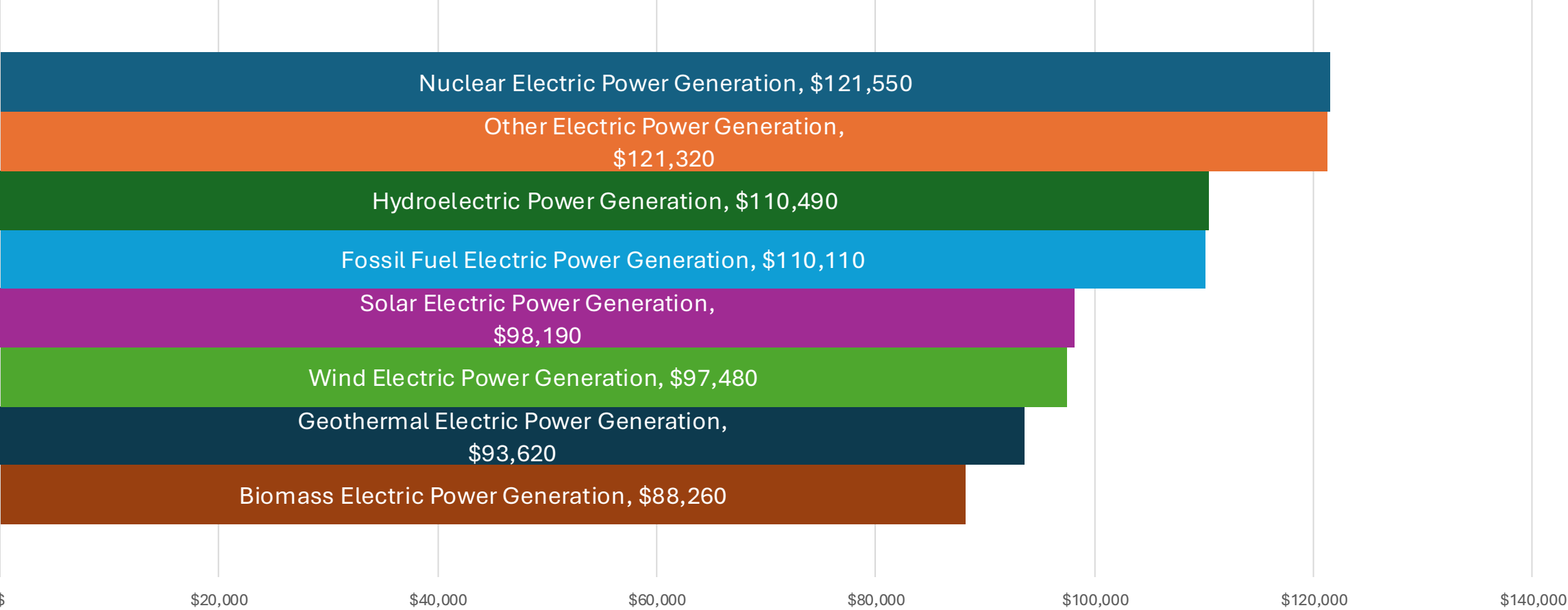


Source: Current Employment Statistics (CES), August 2024 to August 2025, via DWS website.



THE FUTURE: CHANGING ECONOMY

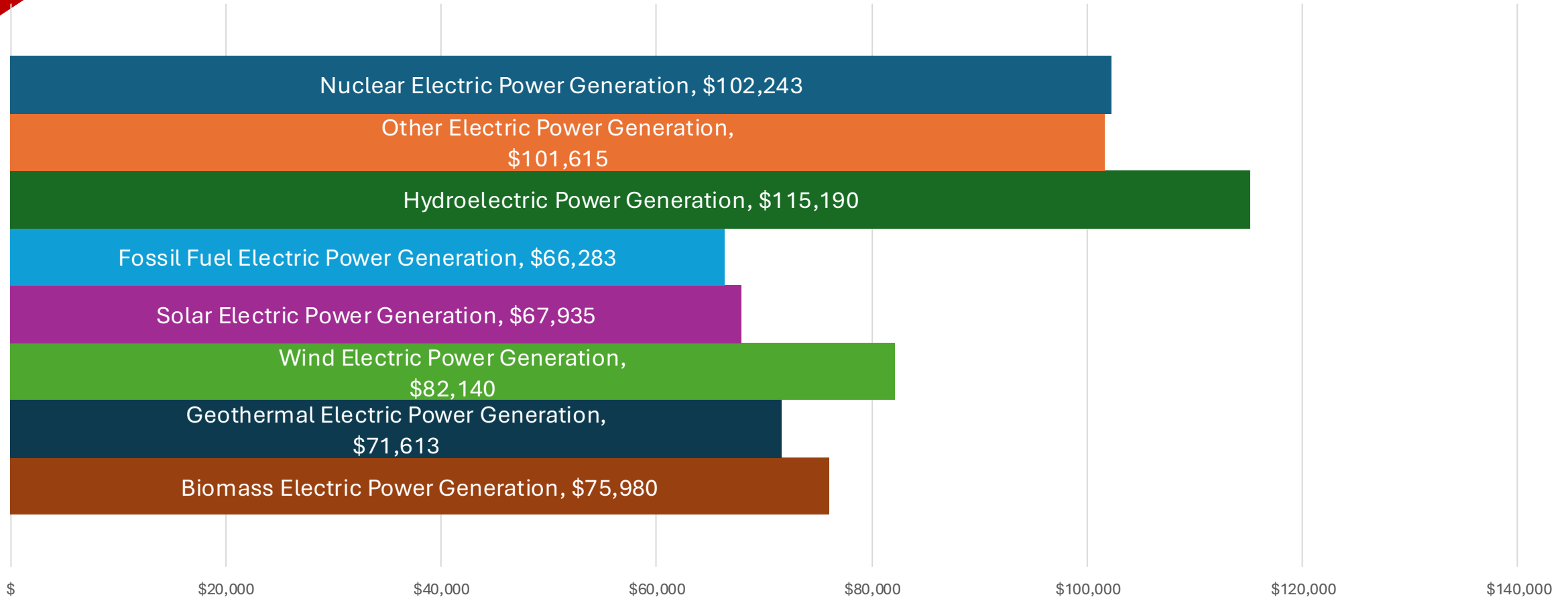
Average Annual Salary in Energy Sectors, All Occupations



Source: Occupational Employment and Wage Statistics (OEWS), May 2024 Data.

THE FUTURE: CHANGING ECONOMY

Average Annual Salary in Energy Sectors, Trades and Labor



Source: Occupational Employment and Wage Statistics (OEWS), May 2024 Data. Trades and Labor includes SOC major groups 49, 51, 53, and 55.

DWS CLIMATE-READY & INFRASTRUCTURE INITIATIVES

Executive Order 2024-152

Construction,
Energy Transition
and Climate
Resilience
Priority Sectors

Powering Climate
& Infrastructure
Careers Grant/
Sector Strategies

Building,
Energizing and
Connecting
through
Apprenticeship

Industry
Credential
Pipeline Program
(ICPP) w/
NMDOT

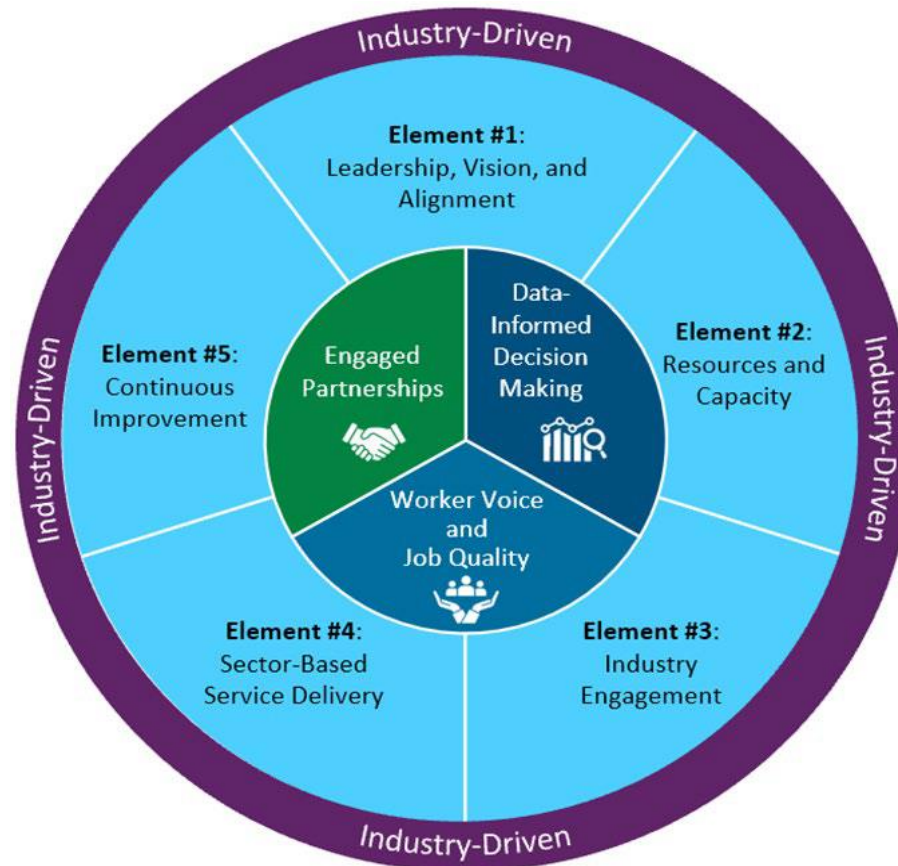


QUESTIONS OR COMMENTS?



Sector Strategy

A guiding approach for how partners collaboratively identify industries' and workers' talent development needs and implement responsive, coordinated solutions at a region-wide, industry scale.



GROUP DISCUSSION

1. What are the most significant gaps in qualifications among applicants/new hires in your field?
2. What policies or programs could strengthen pathways into your industry?

Energy Sector Strategy -
Educational Institution Survey



SW Region Energy Sector Strategy
Survey





THANK YOU

If you have any questions, comments or would like to meet with a workforce representative, please contact:

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