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**Operational Policy NO. OP- 418, Change 4**

**Subject: Demand Occupation**

**Effective: PY22 – 2/27/2023**

**BACKGROUND:**

Each year the NMDWS Economic Research and Analysis (ER&A) Bureau updates New Mexico’s In-Demand Occupation and Employment Growth projections. From year-to-year the data shows projected trends in high-demand occupation and employment. To eliminate the need for annual Board approval for WCCNM service providers to utilize new official labor statistics pertaining to high-demand occupation opportunities, future WCCNM Board approval of annual In-Demand Occupations and Employment Growth projections is not required. Each year after the Demand Occupation data is published, the WCCNM A/E will provide the labor projections as an Information Agenda item during the next scheduled WCCNM Board meeting, the WCCNM Standing Operation Committee, and as needed/requested.

**POLICY:**

The definition for “In-demand Occupation” includes projected occupations or occupations that provide a career path to employment and which.

1. Have a projected employment growth rate that meets or exceeds the Projected Employment Growth percentage as published by NMDWS ER&A Bureau each PY identified for the Albuquerque Metropolitan Statistical AREA (MSA) / Central Region. The projected employment growth represents how fast employment is projected to grow, with a higher percentage meaning faster growth, OR
2. Have a projected average annual job openings that meets or exceeds the Projected Average Annual Job Openings number as published by NMDWS ER&A Bureau identified for the Albuquerque MSA / Central Region each PY. Projected Average Annual Job Openings represents the projected number of new jobs and existing jobs that become available, OR
3. Are occupations demanded by employers based on written statements from at least three employers who regularly hire for such occupations, OR
4. Proof of five searches within a two-week period will be required throughout the State of New Mexico. Additionally, proof of Job Search/Labor Market research,

citing internet, website or newspaper articles showing a demand for the occupation,  
OR

5. Areas of growth as identified by Economic Development initiatives.,
6. In-Demand Occupations identified in Albuquerque MSA/Central Region In-Demand Occupations annual publications, Laser, BLS and other official labor market data specific to the Central Region

**EXCEPTIONS:**

Exceptions demonstrate that the funds are for training for an occupation with high employment opportunities, although, outside of the designated demand and shall ensure verifiable documentation is provided to justify the exception. Exceptions will be vetted through the Operations Committee and AE for consideration and final approval. Exceptions should be used infrequently and shall be monitored closely at the local and state level to prevent misuse.

**APPLICABILITY:**

All WCCNM Service Providers.

**INQUIRIES:**

WIOA Manager 505-724-3658

This Policy has received approval by the Workforce Connection of Central New Mexico Board and rescinds any policy previously in effect.

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WCCNM Board Chair