



# Full Board Hybrid

Monday, October 30, 2023  
1:30 pm

809 Copper Ave. NW, Albuquerque, NM 87102

[https://us06web.zoom.us/webinar/register/WN\\_q6pDAHU7QZOTVZBcYVi5WA](https://us06web.zoom.us/webinar/register/WN_q6pDAHU7QZOTVZBcYVi5WA)

**John Mierzwa, Chair**

**Krista Kelley, Chair-Elect**

## AGENDA

- Call to Order**
- Roll Call – Determination of Quorum**
  
- Carl Adams** – Albuquerque Job Corps
- Marvis Aragon** – American Indian Chamber of Commerce New Mexico
- Odes Armijo-Caster** – Luz Energy Corp.
- Joseph Bizzell** – Elite Power and Recovery Inc.
- Doug Calderwood** - NM Aging & Long-Term Services Department
- Karla Causey** – African American Greater Albuquerque Chamber of Commerce
- Danielle Casey** - Albuquerque Economic Development
- Eleanor Chavez** –NUHHCE District 1199NM
- Robert Chavez** – Youth Development Inc.
- Vaadra Chavez** – Cyber Security Works
  
- Troy Clark** – New Mexico Hospital Association
- Herb Crosby – Treasurer** - AVTEC, Inc.
- Kristen Gamboa** – PNM
- Bobby Getts** - NM JATC for the Electrical Industry.
- Marni Goodrich** - Yearout Mechanical Inc.
- Tracy Hartzler** – Central New Mexico Community College
- Antoinette Holmes** - NM Department of Vocational Rehabilitation
  
- Gregg Hull** – City of Rio Rancho
- Justin Hilliard** – City of Albuquerque, Economic Development
  
- Krista Kelley, Chair-Elect** – Motiva Corporation
- Joe LiRosi** - Toni & Guy Academy & Salon
- Roxanne Luna** – New Mexico Human Services Department
  
- John Mierzwa, Chair** – Ingenuity Software Labs, Inc
- Debbie Ortiz**, RDO Enterprises
  
- Stacy Sacco** – SACCO Connections
- James Salas** – New Mexico Commission for the Blind
- Waldy Salazar** – New Mexico Department of Workforce Solutions
- Leslie Sanchez** – Dual Language Education of New Mexico
- Diane Saya** – Bottom Line Funding NM, LLC
- Jerry Schalow**– Rio Rancho Regional Chamber of Commerce
- Jennifer Sinsabaugh** – New Mexico MEP
- Raymond Trujillo** – Southwest Piping Institute (Local 412)
- David Valdes** – Central New Mexico Community College
  
- Michael Voegerl** - University of New Mexico Valencia Campus

### Approval of Monday, October 30, 2023 WCCNM Agenda

- Motion
- Second
- Action

### Tab 1 Approval of WCCNM Full Board Minutes, August 21, 2023

- Motion
- Second
- Action

## ACTION ITEMS

- Tab 2 **Approval of a Three Member Sub-Committee to review WCCNM Property for Disposition of surplus**
  - Motion
  - Second
  - Action
- Tab 3 **Approval of Operational Policy NO. OP – 430 Change 3, Self Sufficiency Wage**
  - Motion
  - Second
  - Action

**INFORMATIONAL ITEMS**

- Tab 4 **Chairman’s Items**
- Tab 5 **Workforce Connection Operations Report**
- Tab 6 **PY23 Q1 Performance**
- Tab 7 **Pathway Home 3 - CHANCES**

**UPDATES**

- Tab 8 **COMMITTEE REPORTS**
  - Disability Standing Committee
  - Finance Standing Committee
  - Economic Development Standing Committee
  - Operations Standing Committee
  - Youth Standing Committee
  - Business \ Engagement Ad-Hoc
  - Establish Separate Funding Entity Ad-Hoc

- Tab 9 **WIOA Monthly Expenditure Report for September 30, 2023**
- Tab 10 **Executive Committee Minutes**
- Tab 11 **WIOA Updates**
  - **Holiday Luncheon for WCCNM CEO’s and Board Members**

**PUBLIC COMMENTS/ADJOURNMENT**

**Public Comments** – Anyone who wishes to address the Board must register with the Program Coordinator of the Board

**Adjournment**

**NOTES**

**Next Meeting:**

- Date: Monday, December 11, 2023
- Time: 1:30 p.m.
- Location: Mid-Region Council of Governments

*Anyone requiring special accommodations please notify the MRCOG office at 247-1750 seven (7) days prior to the meeting*

*“Equal Opportunity Program”*



**MINUTES**  
**Full Board Meeting**  
**Hybrid Meeting**  
**Monday, August 21, 2023**  
**809 Copper Ave. NW, Albuquerque, NM 87102**  
**1:30 pm**

*Before the meeting started Art Martinez explained that when voting takes place, we will ask for a roll call for those who don't approve and then identify the names of the members that did not respond to the don't approve as an affirmative vote. Additionally, prior to the affirmative roll call members that abstain from voting will respond via voice confirmation to the Board Chair and describe the reason. After the names are called for the affirmative vote, the chair will pause and ask those that do not concur with the affirmative roll call vote to voice a different vote. To ensure that a quorum remains, Ms. Nicole Giddings monitors the participants to ensure quorum is present and notes if a member is not available.*

### **Roll Call - Determination of Quorum 1:33 pm - by Art Martinez**

- ✓ **Carl Adams** – Albuquerque Job Corps
- ✓ **Marvis Aragon** – American Indian Chamber of Commerce New Mexico
- Odes Armijo-Caster** – Luz Energy Corp.
- Joseph Bizzell** – Elite Power and Recovery Inc.
- ✓ **Doug Calderwood** - NM Aging & Long-Term Services Department
- ✓ **Danielle Casey** - Albuquerque Economic Development
- Karla Causey** – African American Greater Albuquerque Chamber of Commerce
- ✓ **Eleanor Chavez** –NUHHCE District 1199NM
- ✓ **Robert Chavez** – Youth Development Inc.
- Vaadra Chavez** – Cyber Security Works
- Troy Clark** – New Mexico Hospital Association
- Herb Crosby** – AVTEC, Inc.
- Kristen Gamboa** – PNM
- Bobby Getts** - NM JATC for the Electrical Industry.
- ✓ **Marni Goodrich** - Yearout Mechanical Inc.
- ✓ **Bob Grassberger** – SRD Economic Consulting
- Tracy Hartzler** – Central New Mexico Community College
- ✓ **Antoinette Holmes** - NM Department of Vocational Rehabilitation
- Gregg Hull** – City of Rio Rancho
- ✓ **Justin LiRosi** - Toni & Guy Academy & Salon
- ✓ **Krista Kelley, Chair-Elect** – Motiva Corporation
- Joe LiRosi** - Toni & Guy Academy & Salon
- ✓ **Roxanne Luna** – New Mexico Human Services Department
- ✓ **John Mierzwa, Chair** – Ingenuity Software Labs, Inc
- ✓ **Debbie Ortiz**, RDO Enterprises
- ✓ **Stacy Sacco** – SACCO Connections
- James Salas** – New Mexico Commission for the Blind
- ✓ **Waldy Salazar** – New Mexico Department of Workforce Solutions
- ✓ **Leslie Sanchez** – Dual Language Education of New Mexico
- ✓ **Diane Saya** – Bottom Line Funding NM, LLC
- ✓ **Jerry Schalow**– Rio Rancho Regional Chamber of Commerce
- ✓ **Jennifer Sinsabaugh** – New Mexico MEP
- Raymond Trujillo** – Southwest Piping Institute (Local 412)
- ✓ **David Valdes** – Central New Mexico Community College
- ✓ **Michael Voegerl** - University of New Mexico Valencia Campus

### **Introduction of Board Members**

Kristen Gamboa – PNM  
Justin Hilliard – City of Albuquerque – Economic Development

**Approval of WCNM Full Board Agenda, August 21 2023**

**Motion: Marni Goodrich**

**Second: Michel Voegerl**

**No Discussion**

**Action: Passed unanimously by Roll Call Vote.**

	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>No Vote</b>
<b>Carl Adams</b>	X			
<b>Marvis Aragon</b>	X			
<b>Odes Armijo-Caster</b>				
<b>Joseph Bizzell</b>				
<b>Doug Calderwood</b>	X			
<b>Danielle Casey</b>	X			
<b>Karla Causey</b>				
<b>Eleanor Chavez</b>	X			
<b>Robert Chavez</b>	X			
<b>Vaadra Chavez</b>				
<b>Troy Clark</b>				
<b>Herb Crosby</b>				
<b>Kristen Gamboa</b>				
<b>Bobby Getts</b>				
<b>Marni Goodrich</b>	X			
<b>Bob Grassberger</b>	X			
<b>Tracey Hartzler</b>				
<b>Antoinette Holmes</b>	X			
<b>Gregg Hull</b>				
<b>Justin Hilliard</b>	X			
<b>Krista Kelley</b>	X			
<b>Joseph LiRosi</b>				
<b>Roxanne Luna</b>	X			
<b>John Mierzwa</b>	X			
<b>Debbie Ortiz</b>	X			
<b>Stacy Sacco</b>	X			
<b>James Salas</b>				
<b>Waldy Salazar</b>	X			
<b>Leslie Sanchez</b>	X			
<b>Diane Saya</b>	X			
<b>Jerry Schalow</b>	X			
<b>Jennifer Sinsabaugh</b>	X			
<b>Raymond Trujillo</b>				
<b>David Valdes</b>	X			
<b>Michael Voegerl</b>	X			



**Tab 1: Approval of WCCNM Full Board Minutes, April 17, 2023**

**Motion: Krista Kelley**

**Second: Herb Crosby**

**No Discussion**

**Action: Passed unanimously by Roll Call Vote.**

	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>No Vote</b>
<b>Carl Adams</b>	X			
<b>Marvis Aragon</b>			X	
<b>Odes Armijo-Caster</b>				
<b>Joseph Bizzell</b>				
<b>Doug Calderwood</b>	X			
<b>Danielle Casey</b>	X			
<b>Karla Causey</b>				
<b>Eleanor Chavez</b>	X			
<b>Robert Chavez</b>	X			
<b>Vaadra Chavez</b>				
<b>Troy Clark</b>				
<b>Herb Crosby</b>				
<b>Kristen Gamboa</b>				
<b>Bobby Getts</b>				
<b>Marni Goodrich</b>	X			
<b>Bob Grassberger</b>			X	
<b>Tracey Hartzler</b>				
<b>Antoinette Holmes</b>	X			
<b>Gregg Hull</b>				
<b>Justin Hilliard</b>			X	
<b>Krista Kelley</b>	X		X	
<b>Joseph LiRosi</b>				
<b>Roxanne Luna</b>	X			
<b>John Mierzwa</b>	X			
<b>Debbie Ortiz</b>	X			
<b>Stacy Sacco</b>	X			
<b>James Salas</b>				
<b>Waldy Salazar</b>	X			
<b>Leslie Sanchez</b>	X			
<b>Diane Saya</b>	X			
<b>Jerry Schalow</b>	X			
<b>Jennifer Sinsabaugh</b>	X			
<b>Raymond Trujillo</b>				
<b>David Valdes</b>	X			
<b>Michael Voegerl</b>	X			

## ACTION ITEMS

### Tab 2 **Approval of Treasurer**

By Art Martinez, WCCNM Administrator

- Mr. Martinez stated to the Board that Herb Crosby has accepted the position for Treasurer.
- There were no other nominations.

**Motion: Krista Kelley made a motion.**

After discussion, errors were noted on the AISS. This action item will be addressed at the next board meeting.

**Krista Kelley pulled her motion for approval of treasurer  
Item failed for lack of second**

## PRESENTATION & DISCUSSION

**Adult & Basic Education Presentation** – By Amber Gallup, NMHED

**WIOA State Plan & NMDWS Workforce System Vision and Mission Presentation** – By Secretary Nair, NMDWS

## INFORMATIONAL ITEMS

Tab 3 **Chairman's Items** – John Mierzwa gave update on the Separate Funding Entity.

### Tab 4 **Workforce Connection Operations**

- Information provider in agenda packet

### Tab 5 **Pathway Home 3 – CHANCES**

- Tawnya Rowland, WCCNM Program Manager provided an update on the Chances Grant.

## COMMITTEE REPORTS

- **Disability Standing Committee** - Antoinette Holmes, stated that the committee met now in August. They discussed Internal assessment to serve people with disabilities.
- **Finance Standing Committee** – Art Martinez informed the Board that he and Mr. Crosby are working with the members and plan to introduce the charter to the members.
- **Economic Development Ad-Hoc Committee** - No meeting
- **Operations Standing Committee** - Doug Calderwood gave update. He said the committee is moving in a good direction. Looking at oversight process, monitoring and policies.

- **Youth Standing Committee** – Mr. Adams stated he had his first meeting as the chair for the committee and still trying to get familiarized with the process and responsibilities. Talked about Youth financials and reports.
- **Business \ Engagement Ad-Hoc** – Jerry Schalow provided an update. He stated the committee has been meeting monthly. They are identifying business that are using services today and business that no longer use the program and try to understand the reasoning not to continue.
- **Establish Other Funding Entity as Separate Arm of the Board** – Krista Kelley, Thanked Art and Sonora for efforts related to the scope of work. Scheduling informal meeting and to help define bylaws, board structure and members.

Tab 7 **WIOA Monthly Expenditure Report for June 30, 2023**

- Information was provided in agenda packet.

Tab 8 **WIOA Updates**

- Mr. Martinez introduced Natalie Daughtery, with USDOL. He stated they will be conducting Compliance and Governance monitoring of the WIOA programs.

**PUBLIC COMMENT/ADJOURNMENT**

- **Public Comment** – None
- **Adjournment** – 3:31 p.m.

**NOTES**

**Next Meeting:**

**Date:** Monday, October 16, 2023

**Time:** 1:30 p.m.

**Location:** Mid-Region Council of Governments – Board Room

Approved at the October 30, 2023, WCCNM Full Board Meeting:

\_\_\_\_\_  
John Mierzwa, WCCNM Chair

ATTEST:

\_\_\_\_\_  
Secretary

*“Equal Opportunity Program”*

# Tab 2

## Three Member Sub-Committee to review WCCNM Property for Disposition

### **Actions Requested:**

1. Appointment of a three-member committee of members of the WCCNM Full Board to oversee and approve the disposition of WIOA office equipment and computers.

**Action Summary:** Sections 13-6-1 and 13-6-2 NMSA 1978 govern the disposition of obsolete, worn-out or unusable tangible personal property owned by local public bodies.

### **Background:**

The office and computer equipment specified on the attached list were purchased with WIOA funds and have been fully depreciated. The staff recommends to surplus the office and computer equipment.

Note: there is no obligation to the federal awarding agency on equipment having a value of less than \$5,000 to surplus.

**Policy Ramifications:** None

**Financial Impact:** None

Pass: \_\_\_\_\_

Do not Pass: \_\_\_\_\_

New Mexico Workforce Connection - Central Region  
PROPERTY DISPOSITION - Dell Computers

10/27/2023

	Description	Location	Serial Number	Sticker Number	Service Tag	Warranty
1	Dell Computer	WCCNM SKY/OLE	CN-0XJ9KV-74431-42C-0040-A00	7731	H13DL02	NO
2	Dell Computer	WCCNM SKY/OLE	CN-0XJ9KV-74431-381-0777-A00	6184	DXPBBZ1	NO
3	Dell Computer	WCCNM SKY/OLE	CN-0XJ9KV-74431-381-0943-A00	6181	DXSBBZ1	NO
4	Dell Computer	WCCNM SKY/OLE	CN-0NK5DK-74431-66E-0146-A00	7800	2NZ1RZ2	NO
5	Dell Computer	WCCNM SKY/OLE	CN-0XJ9KV-74431-381-0947-A00	6186	DXWBBZ1	NO
6	Dell Computer	WCCNM SKY/OLE	CN-06CNC-74431-45M-0705-A00	7732	G374X12	NO
7	Dell Computer	WCCNM SKY/OLE	CN-0XJ9KV-74431-381-1177-A00	6127	DXTCBZ1	NO
8	Dell Computer	WCCNM SKY/OLE	CN-0C730C-71623-138-2641-A00	7011	N/A	NO
9	Dell Computer	WCCNM SKY/OLE	CN-032XW8-PE200-04J-0056-A00	6226	40RG853	NO
10	Dell Computer	WCCNM SKY/OLE	CN-032XW8-PE200-04J-0028-A00	6267	40QL853	NO
11	Dell Computer	WCCNM SKY/OLE	CN-032XW8-PE200-04J-0025-A00	6263	40RD853	NO
12	Dell Computer	WCCNM SKY/OLE	CN-0XJ9KV-74431-381-1180-A00	6192	DXSDBZ1	NO
13	Dell Computer	WCCNM SKY/OLE	CN-0GF22C-PE200-87A-0410-A00	7851	7WYYLR2	NO
14	Dell Computer	WCCNM SKY/OLE	CN-INJ5DK-74431-66E-0163-A00	7799	2NY3RD2	NO
15	Dell Computer	WCCNM SKY/OLE	CN-0XJ9KV-74431-381-1176-A00	6194	DXXBBZ1	NO
16	Dell Computer	WCCNM SKY/OLE	CN-0GF225-PE200-87A-0414-A00	7818	7WWYLR2	NO
17	Dell Computer	WCCNM SKY/OLE	CN-0MK5DK-74431-66E-0117-A00	7797	2NY4RD2	NO
18	Dell Computer	WCCNM SKY/OLE	CN-0XJ9KV-74431-381-0940-A00	6183	DXQCBZ1	NO
19	Dell Computer	WCCNM SKY/OLE	CN-032XW8-PE200-04S-0060-A00	6242	40V9853	NO
20	Dell Computer	WCCNM SKY/OLE	CN-032XW8-PE200-045-0070-A00	6273	40VB853	NO
21	Dell Computer	MRCOG	CN-OTIVXF-PE200-055-0117-A01	7873		NO
22	Xerox Copy Maching	MRCOG	No Serial	6121		NO

**Workforce Connection of Central New Mexico  
WIOA Self-Sufficiency Wage  
October 30,2023**

**Action Requested:**

Approval of recommendation from the Full Board for the WIOA Self-Sufficiency Wage, Operational Policy No. OP – 430, Change 3 for the Central Region, effective October 30, 2023.

**Background:**

The term “self-sufficiency” as defined in the Workforce Innovation and Opportunity Act (WIOA), only applies in the context of establishing eligibility for employed adults and employed dislocated workers to receive intensive and training services. A determination that an employed adult or dislocated worker is in need of intensive and training services to obtain or retain employment that leads to self-sufficiency, is one of the criteria for the receipt of such services.

Based on direction given by the New Mexico Department of Workforce Solutions (NMDWS), an individual who is employed in a full-time job (employment that provides compensation for at least 32 hours each week) at a pay rate at or above the designated self-sufficiency wage of \$56.51 shall be considered to have achieved employment that allows for self-sufficiency. Therefore, the individual shall be considered to be self-sufficient and a determination shall be made that Individualized Career Services and/or Training Services are not required.

If the individual’s current job pays below the self-sufficiency wage of \$56.51/hour, and the individual’s current job does not demonstrate the employment is leading to economic self-sufficiency, Individualized Career Services and/or Training Services may be provided, based on participant meeting program eligibility (including LLISL Living Wage Calculation, or up to \$32.00/hour, whichever is greater); and as appropriate for the participant’s career pathway advancement into a new position with a wage increase.

**Financial Impact:**

None

Do Pass: \_\_\_\_\_

Do not Pass: \_\_\_\_\_

Operational Policy NO. OP – 430 Change 3

Subject: Self Sufficiency

Effective Date: PY23 – 10/30/2023

**PURPOSE:**

To establish a policy for WIOA Self-Sufficiency Wage Standards for grant recipients when determining eligibility for participants in need of Individualized Career Services and/or Training Services under the Workforce Innovation and Opportunity Act (WIOA).

To allow WCCNM Administrative Support staff to update this Policy annually to reflect the updated NMDWS annual Self-Sufficiency Wage Standard rate without requiring WCCNM Board approval. If Policy content changes made are other than the NMDWS Self-Sufficiency Wage Standard, WCCNM Board approval is required.

**PY 2023 SELF-SUFFICIENCY WAGE STANDARDS – EFFECTIVE: July 3, 2023**

<b>Workforce Connection of Central New Mexico</b>	<b>\$56.51/Hour</b>
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*Self Sufficiency calculations were derived utilizing MIT Living Wage Calculations*

**REFERENCE(S):**

- Workforce Innovation and Opportunity Act (WIOA) §134(a)(3)(A)(xii) and §133(b)(2)(B)

NMDWS Workforce Guidance Letter: State WIOA Self-Sufficiency Wage, July 3, 2023.

**BACKGROUND:**

The term “self-sufficiency” as defined in the Workforce Innovation and Opportunity Act (WIOA), only applies in the context of establishing eligibility for employed adults and employed dislocated workers to receive Individualized Career Services and/or Training Services. A determination that an employed adult or dislocated worker is in need of these services to obtain or retain employment that leads to self-sufficiency, is one of the criteria for the receipt of such services.

Each year the NMDWS updates the Regional Self-Sufficiency Wage Standards. The NMDWS utilizes MIT Living Wage Calculations to derive the hourly rate an individual residing in New Mexico’s Central Region needs to earn to be defined as making a self-sufficient wage. The State Technical Assistance and Guidance Letters (STAG) state that an employed individual may receive Individualized Career Services and/or Training Services if it is determined that such service is needed “in order to obtain or retain employment that leads to economic self-sufficiency.”

NMDWS STAG states that LWDB’s will “...provide Individualized Career Services and/or Training Services that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment to leading to the Self-Sufficiency Wage Standard.” WCCNM’s Service Providers fulfill this requirement with every dislocated and

incumbent worker requiring WIOA-funded services to retain their current jobs and/or to advance in their chosen career pathways.

According to the following most current income statistics for New Mexico from the US Census Bureau, in 2021 inflation adjusted dollars and from the American Community Survey 2021 5-year estimates:

- Median Household Income: \$54,020.
- Average Household Income: \$74,363.
- Per Capita Income: \$29,624.
- 4.9% of Households in New Mexico are High Income Households that make over \$200,000 a year.

According to the U.S. Bureau of Labor Statistics, workers in the Albuquerque, NM Metropolitan Statistical Area had an average (mean) hourly wage of \$25.63 (\$53,310.00/year) in May 2021. Based on the average annual income of \$53,310.00, individuals working in the Central Region make  $\geq 45\%$  less than the NMDWS Self-Sufficiency Wage Standard of \$117,541.00/year.

Additionally, over  $\sim 15\%$  of the Central Region population is at or below the poverty line and among the many more underserved populations with barriers to training and employment served by the WCCNM. These demographics represents the WCCNM's priority populations—whose wages are less than even the average wage of \$25.63.

Historically, incumbent workers are lower-level or front line staff earning under the average wage and in need of training to retain their current positions or to advance in their chosen career pathway leading to economic self-sufficiency.

#### **WCCNM SELF-SUFFICIENCY WAGE DEFINITION (Living Wage):**

As determined by the current Lower Living Standard Income Level (LLSIL) calculations, the WCCNM Living Wage is the minimum amount of income required for a household to meet its basic expenses, without public or private assistance.

WCCNM determines the eligibility of an employed worker using the most current LLSIL. If an individual worker's current pay rate is at or below 125% of the LLSIL, or up to \$32.00/hour, whichever is greater, a determination shall be made that the individual does not meet the definition of "Employment Leading to Economic Self-Sufficiency".

WCCNM's Self-Sufficiency Wage definition as it applies to a currently employed worker who is applying for WIOA Individualized Career Services and/or Training Services includes the following:

- An individual who is employed in a full-time job (employment that provides compensation for at least 32 hours each week) at a pay rate at or above the designated NMDWS self-sufficiency wage shall be considered to have achieved employment that allows for self-sufficiency. Therefore, the individual shall be considered to be self-



sufficient and a determination shall be made that Individualized Career Services and/or Training Services are not required.

- If the individual's current job does not demonstrate their employment is leading to economic self-sufficiency, Individualized Career Services and/or Training Services may be provided, based on the individual participant meeting program eligibility (using the most current LLSIL or up to \$32.00/hour, whichever is greater); and as appropriate for the incumbent worker to retain their current position and/or advance along their chosen career pathway with the outcome being a wage increase.

**EXCEPTION:** If the individual is an eligible Dislocated Worker, "self-sufficiency" shall be defined as full-time employment at a rate of pay equal to or greater than the pre-layoff wage rate— even if the pre-layoff wage was greater than the designated self-sufficiency wage.

**POLICY:**

The State Administrative Entity is responsible for reviewing and updating the self-sufficiency standard for each local area using a living wage model or comparable data that draws upon geographically specific expenditures that incorporates the income need of individuals, families and sub-state geographical considerations. This information is then applied by WCCNM when determining eligibility for employed individuals to determine if they meet Self-Sufficiency Wage Standards before approving Individualized Career Services and/or Training Services. The self-sufficiency wage is included in the annual WCCNM grant agreements and may be updated as needed.

**WIOA ELIGIBILITY:** Based on the WCCNM definitions above, and except as provided in clause (ii), funds allocated to a local area for adults under paragraph (2)(A) or (3), as appropriate, of section 133(b), and funds allocated to the local area for dislocated workers under section 133(b)(2)(B), shall be used to provide training services to adults and dislocated workers, respectively, who, after an interview, evaluation, or assessment, and career planning, have been determined by a one-stop operator or one-stop partner, as appropriate, to

(aa) be unlikely or unable to obtain or retain employment, that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment, through the career services described in paragraph (2)(A)(xii);

(bb) be in need of training services to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment; and

(cc) have the skills and qualifications to successfully participate in the selected program of training services; and

who select programs of training services that are directly linked to the employment opportunities in the local area or the planning region, or in another area to which the adults or dislocated workers are willing to commute or relocate; and

who meet the requirements of subparagraph (B); and who are determined to be eligible in accordance with the priority system in effect under subparagraph (E).

**Requirement for Documenting “Self-Sufficiency”:**

1. Information about the customer’s current hourly wage must be recorded in the “Work History” portion of the State’s management information system (WCOS), including each of the following elements:
  - Job Title
  - Employer Name
  - Dates of Employment: From / To (Month, Year)
  - Wage
  - Wage Type (Hourly, Annual, Other)
  - Hours per Week
  
2. Acceptable verification sources include:
  - Copy of a recent paycheck or paystub
  - Employer letter or other document describing the customer’s current wage
  - Self-Attestation (method of last resort)

**APPLICABILITY:**

WIOA Adult/Dislocated Worker and Youth Provider

**INQUIRIES:**

WIOA Manager 505-724- 3658



# CENTRAL REGION MONTHLY REPORT

SEPTEMBER 2023

New Mexico  
Workforce Connection

A Proud Partner of the American Job Center Network

FOLLOW, LIKE & SUBSCRIBE @NMWORKFORCE  
(WORKFORCE CONNECTION OF CENTRAL NEW MEXICO)

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# MONTHLY REPORT

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September 2023

# PARTNER NETWORK UPDATES



This month, our esteemed partner, Accelerated College and Career Education (ACCE), has initiated orientations for individuals keen on earning their high school equivalency through the GED and Hi-SET programs. These orientations, held every Monday and Wednesday from 9 am to 2 pm, are hosted at our one-stop facility in Bernalillo County.

ACCE's commitment to providing accessible education aligns seamlessly with our mission to empower individuals in their pursuit of knowledge and skill development.

By offering these orientations, ACCE is creating a pathway for individuals to achieve their educational goals and unlock doors to a brighter future.

Complementing this initiative, we introduced "Weekly Employer Connection" hiring events each Wednesday and Thursday from 9 am to 12 pm. Featuring 4-5 employers weekly, this series provides job seekers with a valuable platform to connect with potential employers. Aligned with RESEA's orientations on those days, our goal is to seamlessly support individuals receiving Unemployment Insurance (UI) as they re-enter the workforce.

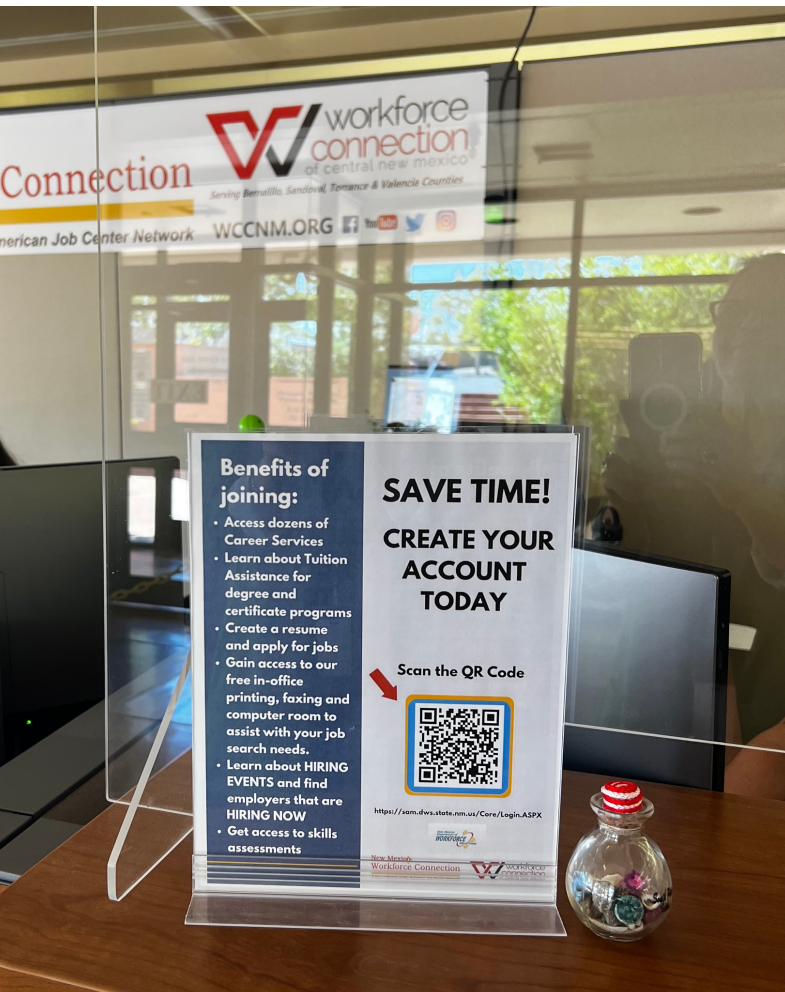
This dual approach emphasizes our dedication to comprehensive community development, recognizing the inseparable link between education and employment as the foundation for both personal and societal advancement.



September 2023

# MARKETING UPDATES

This first quarter we made improvements to an integrated digital marketing strategy that incorporates social media, printed marketing materials, and highly visible QR Codes, placed throughout the building and at our events which drives people to our website and services. The strategy we designed also has a focus on specific outreach steps to bring participants into our building for more services.



- Recent success includes assisting our partner, the Department of Workforce Solutions, with the planning and implementation of registering job seekers in the WCOS system using marketing materials and our website to further this process.
- Designing and providing marketing materials, training for key staff, and social media marketing posts on all of our channels that inform participants about our integrated Hiring Events Calendar and the WCOS registration process.
- Capturing participant's complete contact information in an easy-to-use Excel spreadsheet that makes outreach much easier, secure, and more accurate.
- Successful completion of the first 10-week Digital Marketing Internship Program after training a high school graduate (through the NM DWS Pre-Apprenticeship Program) to learn a multitude of design and digital marketing skills. We are actively looking for our next Intern to start November 2023 working with our partners in WIOA.
- Individualized training of key staff at each of our Sandoval, Bernalillo, and Valencia County offices showing them step-by-step how to create their own marketing materials (flyers, office signs, QR Code integration) in Canva. They were also trained in our new online job fair registration process.

September 2023

# MARKETING UPDATES

</> WIOA INTERNSHIP PROGRAM INTEREST FORM

**First Name \*** **Last Name \*** **Zip \***

**Email \*** **What is your field of study? \***

**Phone \***

**Are you within a year of graduation? \***

Yes  
 No

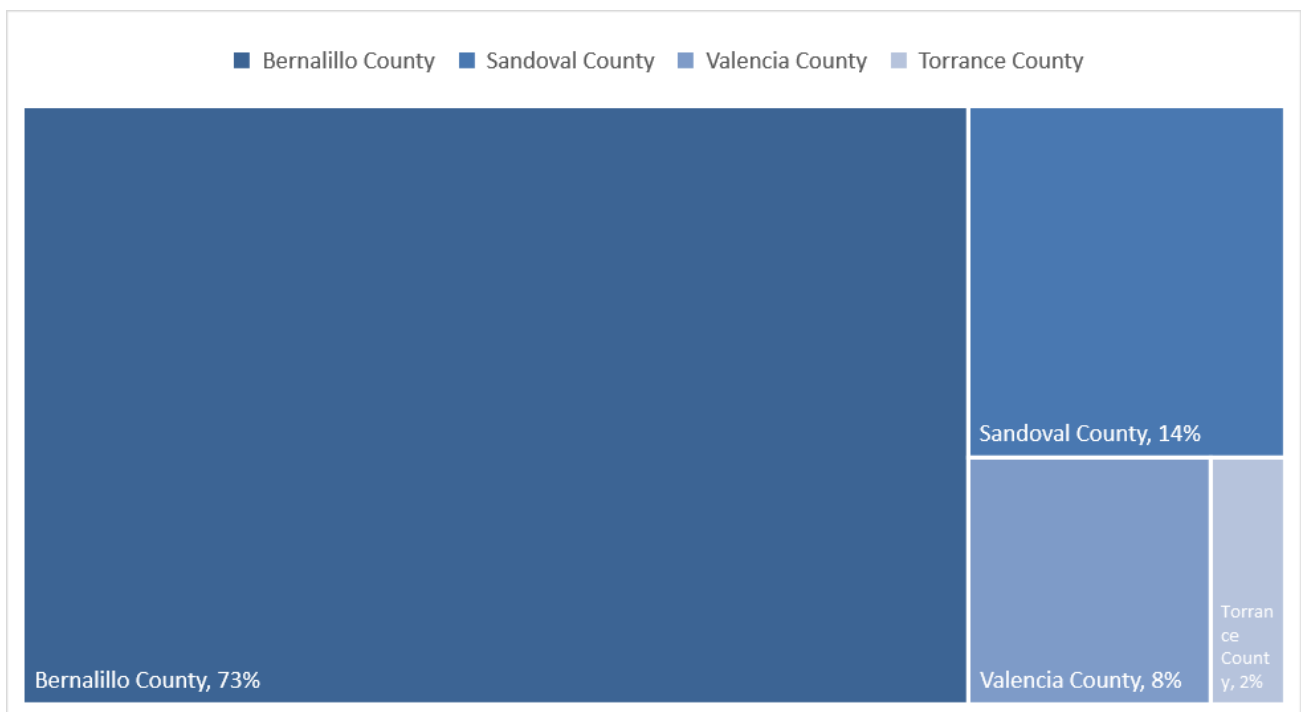
**Are you a veteran or veteran's spouse/caregiver? \***

Yes  
 No

- Designed custom marketing materials in collaboration with WIOA staff in Canva. Implemented our website integration with two custom **“WIOA Interest Inquiry Forms”** to collect information from potential participants.
- Produced marketing materials (QR code signage) to use at WIOA events tables.
- Recent successful implementation has resulted in job seekers using the QR Code that we created which asks people to fill out the Interest Form with their contact information, education level, and career goals. The WIOA team now receives a weekly Excel spreadsheet with all this information to assist them with their outreach efforts.

## INDIVIDUAL SERVICES

The Individual Services section provides an overview of the total of individuals served by WCCNM. A total of 919 clients were registered in our system, their distribution was organized by county. Bernalillo County accounted for the majority share at 73%, followed by 14% in Sandoval County, a modest 2% in Torrance County, and 8% in Valencia County. Furthermore, our offices assisted to the needs of 3,108 individuals through the provision of services, a 3% decrease from last month (August).



NEW CLIENTS WERE REGISTERED IN THE NMWC ONLINE SYSTEM BY COUNTY



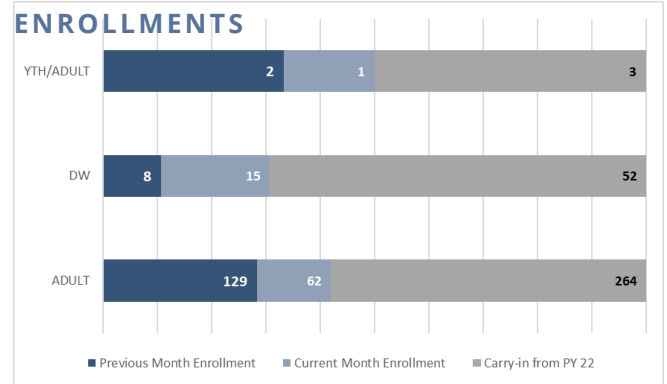
## WIOA TITLE 1.B ADULT & DISLOCATED WORKER PROGRAMS

In this section, we present an overview of the WIOA Adult and Dislocated Worker Program's performance throughout September. The focus is on the employment and training services provided to eligible individuals, shedding light on the program's effectiveness and influence.

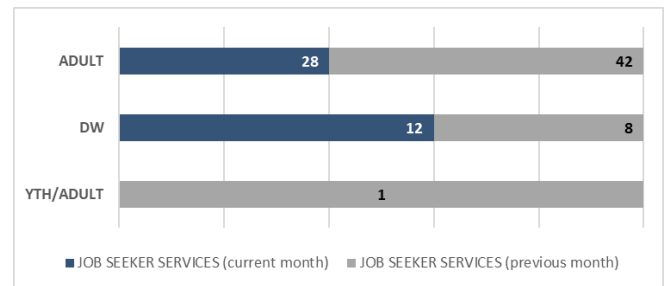
As we embark on a new program year, the cumulative **year-to-date enrollment totals 305 participants.** Among them, 273 individuals are part of the Adult program, 29 belong to the Dislocated Worker program, and 3 are from the Youth/Adult category.

In the domain of business services, we've served 37 individuals, albeit experiencing a decrease from the 88 served in the previous month. The breakdown includes 19 participants in On-the-Job Training, 12 in customized training, 3 in apprenticeships, and 1 in internships.

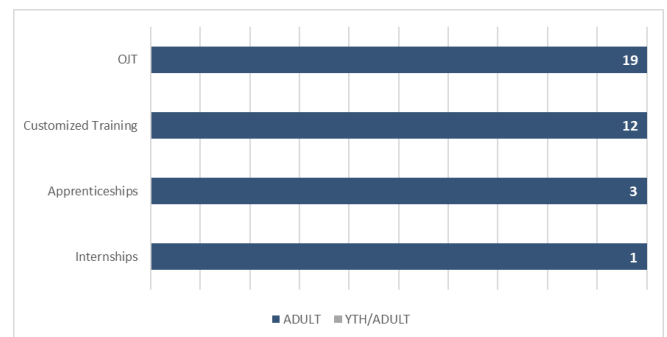
(INCLUDING CARRY-IN FROM PY22)



### JOB SEEKER SERVICE



### BUSINESS SERVICE



### EMPLOYMENT Q2

### EMPLOYMENT Q4

### CREDENTIAL

### MSG

Category	EMPLOYMENT Q2	EMPLOYMENT Q4	CREDENTIAL	MSG
Adult	<p><b>105.80 %</b></p> <p>Actual: 79.88% (131 / 164)   Goal: 75.50%</p>	<p><b>100.78 %</b></p> <p>Actual: 76.09% (105 / 138)   Goal: 75.50%</p>	<p><b>104.17 %</b></p> <p>Actual: 66.67% (56 / 84)   Goal: 64.00%</p>	<p><b>28.11 %</b></p> <p>Actual: 17.78% (56 / 315)   Goal: 63.25%</p>
Dislocated Worker	<p><b>110.29 %</b></p> <p>Actual: 75.00% (39 / 52)   Goal: 68.00%</p>	<p><b>112.62 %</b></p> <p>Actual: 77.14% (54 / 70)   Goal: 68.50%</p>	<p><b>101.19 %</b></p> <p>Actual: 70.83% (34 / 48)   Goal: 70.00%</p>	<p><b>34.77 %</b></p> <p>Actual: 21.21% (14 / 66)   Goal: 61.00%</p>

## WIOA TITLE 1.B YOUTH PROGRAM

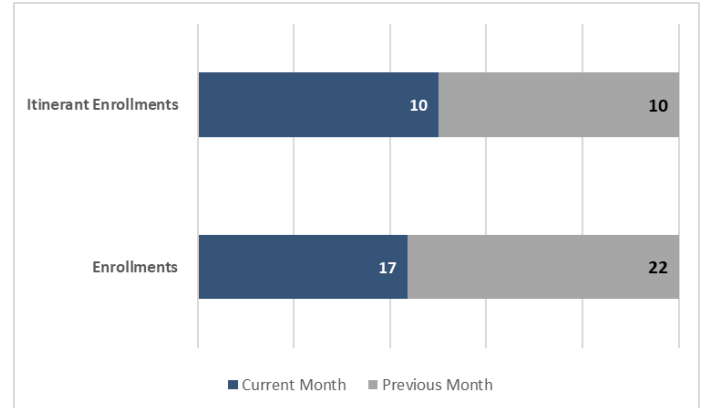
### ENROLLMENTS

The WIOA Youth Program focuses on aiding young individuals in their journey to the workforce. This report section details the program's September performance, spotlighting the diverse employment and education services for eligible youth. It offers insights into the program's positive impact on their career development.

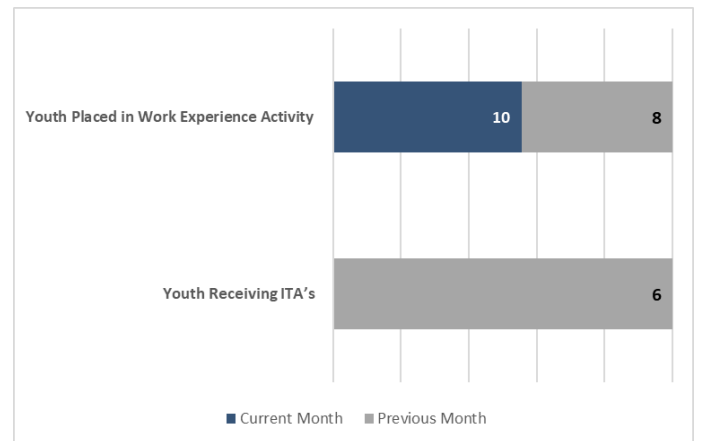
### PROJECTS:

The Youth program met with Paul Chavez and Matt Easley of the New Mexico chapter of the National Fire Sprinkler Association in September in hopes of developing a partnership. The association supports education and industry development in the fire protection industry. WIOA participants would benefit by receiving work experience and training with a pathway to a Journeyman's license in the industry. Youth staff plan on presenting the program at the next NMFSA meeting scheduled for late October.

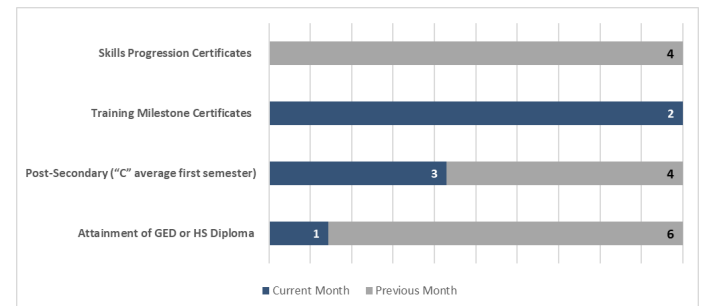
The Youth program has met with Nusenda Credit representative, Amanda Reyes, to discuss how the Youth program can work with Nusenda's Financial Services Career Exploration Program. Nusenda's program, along with APS and CNM, have worked together to provide a course teaching basic personal finance and career pathways in the financial services industry. The course provides high school students with dual credit while learning on the job as an intern at Nusenda. The financial institution hopes to pair with the WIOA Youth program to leverage services.



### SERVICES



### INCENTIVES



**574**  
Total YDI Caseload

**60**  
Completed Program and Follow-ups

### EMPLOYMENT Q2

### EMPLOYMENT Q4

### CREDENTIAL

### MSG

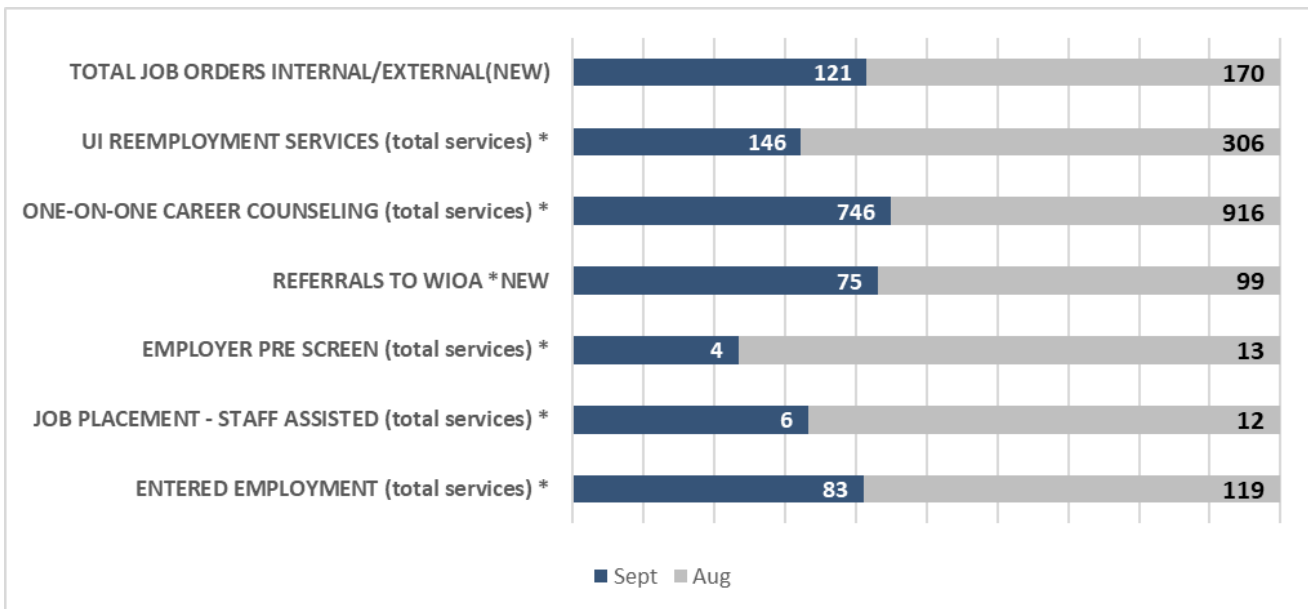
Category	Actual	Goal	Percentage
Youth	73.86%	67.00%	110.24%
Youth	75.00%	66.00%	113.64%
Youth	30.00%	52.00%	57.69%
Youth	16.06%	51.00%	31.49%

## WIOA TITLE III WAGNER-PEYSER AND EMPLOYMENT & CAREER SERVICES

In this section, we spotlight the performance of the Title III Wagner-Peyser program for the month of September, showcasing its endeavors to link job seekers with employment prospects, offer career guidance, and assist employers in meeting their recruitment needs. The insights provided shed light on the program's influence on the labor market and its pivotal role in advancing workforce development.

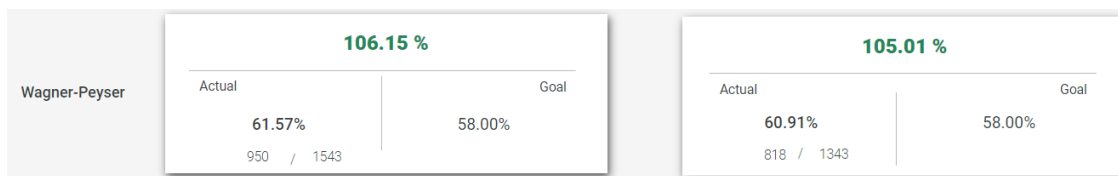
In this month's snapshot, the employment landscape reflects a continuous pursuit of new opportunities, with 121 job orders. Reinforcing job reentry, 146 UI reemployment services are in action, while 746 one-on-one career counseling sessions underscore the emphasis on personalized growth. For seamless transition, 75 referrals to the Workforce Innovation and Opportunity Act (WIOA) are made. Collaborative alignment is evident through 4 employer pre-screening services. Staff-assisted placements have risen to 6, and 83 individuals have successfully entered employment—clear evidence of the program's effective bridge-building between job seekers and opportunities. This data underscores our unwavering commitment to empower the job market, fostering connections and celebrating employment achievements.

EXTRACTED FROM WCOS IN OCTOBER 2023



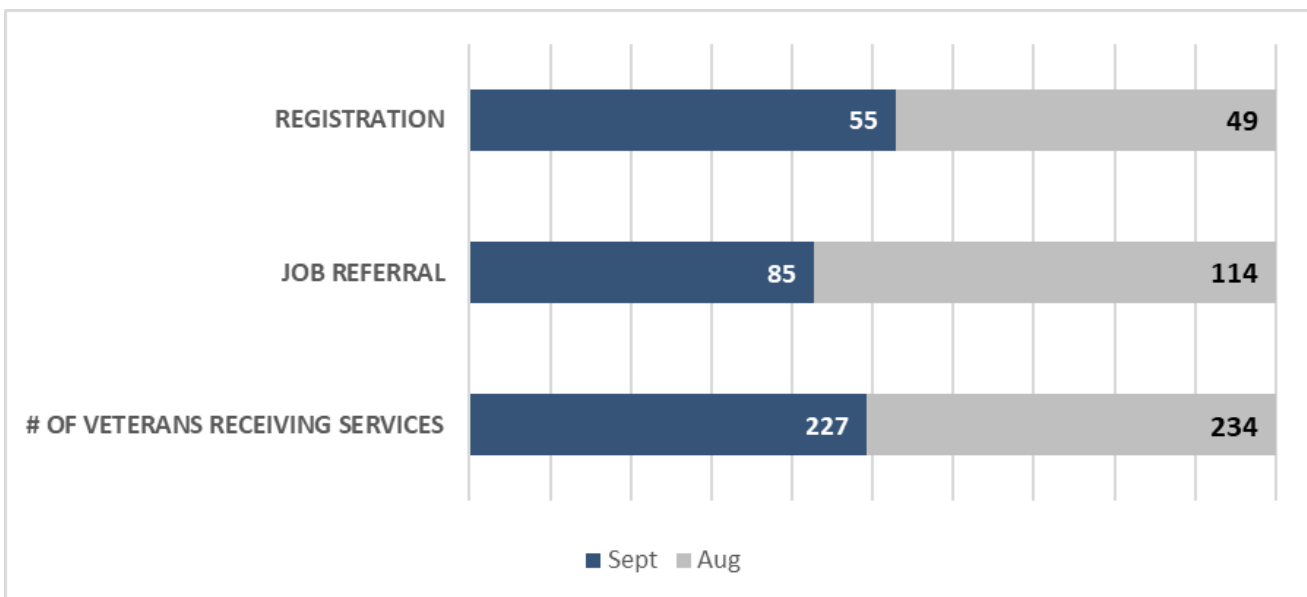
### EMPLOYMENT Q2

### EMPLOYMENT Q4



## VETERANS SERVICES

Veteran Services stands dedicated to ensuring that veterans receive top priority for job and training services. Veterans receive priority over non-veterans in critical areas such as job placement, counseling, testing, referral to supportive services, job development, and job training. The provision of these services to veterans in New Mexico is overseen by local veteran employment representatives (LVERs) and disabled veterans outreach program representatives (DVOPs). This vital partnership is strategically co-located and mandated within the New Mexico Workforce Connection Centers.



## BUSINESS SERVICES

The Business Services section of the report provides an overview of the performance and summarized data from all co-located and core partners. This section delves into the array of services and initiatives tailored for businesses in the region, shedding light on the collective impact and effectiveness of our collaborative efforts.

A closer look at system data reveals encouraging trends: a noteworthy 49% monthly growth in job postings, totaling 2,700, and referrals to 179 employers, though showing a 21% decrease. Although there's a 27% monthly reduction in outreach interactions with employers, the overall count still surpasses 555. These figures underscore the system's proficiency in connecting job seekers with employers, emphasizing the ongoing significance of outreach initiatives.

2700

JOB POSTED IN THE  
NM WORKFORCE  
CONNECTION  
SYSTEM

179

EMPLOYERS RECEIVING  
QUALIFIED CANDIDATES  
REFERRED

555

OUTREACH ACTIVITIES  
WITH EMPLOYERS

+200

TOTAL EMPLOYERS  
OUTREACH  
(TITLE I & TITLE III)



### OUTREACH:

- Ardent Health Services
- UNM Clinics
- Welch Equipment Company
- Trendz Beauty Supply
- Roadrunner Home Health
- Silver Lining Services
- Insight Lighting
- NTX Bio
- Integrity Orthotics and Prosthetics
- Christian Brothers Automotive
- Caliber Collision
- 501CPA
- Meyers and Stauffer
- Cottonwood Orthodontics
- H2 Academics
- Niagra Water
- Ambercare
- Baca Law Office
- Baymont
- Roberts Truck Center
- Kung Fu Tea
- Bosque Brewing
- Doms Plumbing
- Ascend Recovery Center
- Fano Bread
- Burger 21
- Christian Slayton
- Barrett Foundation
- WW Williams
- Southwest Endoscopy
- Browns Automotive
- Ancae ABQ Heating
- First Class Electric
- Day & Night Heating
- Poulin Designs
- Gorman Industries

WIOA TITLE 1.B, ADULT AND DISLOCATED WORKER PROGRAMS

# SUCCESS STORIES

## ROGELIO



Rogelio came into the WIOA program in March of 2023. He is an Albuquerque native with an interest in technology. After graduating from high school, Rogelio went into the Marines as a Meteorology and Oceanography Forecaster. He was stationed in Iwakuni, Yamaguchi for 3 years. There he discovered an interest in technology that has blossomed. He had the opportunity to be exposed to many different types of systems and monitoring projects.

He knew when he left the military, he wanted to pursue a career in technology, but he was not sure where to start. Other than the military, he had no formal training or education that could assist in his chosen career path.

To make ends meet, Rogelio accepted a position in retail with Express Fashions where he mainly held customer service and cash handling duties. He had many different skills that were not being used in his new position and he knew he wanted more. While looking for alternate career opportunities, he was referred to the WIOA program where he was determined eligible to participate in the WIOA funded, On the Job Training Program. He was referred to Computer Services of Albuquerque who had a vacant PC technician position available through an OJT contract. The OJT contract would enable him to receive the training he needed to work in the field while earning a paycheck and gaining experience. Rogelio submitted his application to Computer Services of Albuquerque, was interviewed and offered the position that he quickly accepted; he was excited to start his new career!

Rogelio was trained to format hard drives, update firmware, clone hard drives, and replace computer hardware among many other tasks. The on-the-job training opportunity allowed him to gain the experience he needed to start his new career.

Now, 6 months into his new career Rogelio is doing great and is receiving good evaluation scores from his supervisor. Rogelio would like to thank his Business Consultant who helped him along the way and provided the necessary support to be successful. He is also grateful for the WIOA program for this amazing career opportunity. He is doing great in his new position and is enjoying working with computers and learning new technology

Months in Staff Assisted Service	Q-2 Employed 2nd Qtr. After Exit (Effective Date)	Q-4 Employed 4th Qtr. After Exit (Effective date)	Credential Attained a recognized  postsecondary credential or diploma	Measurable Skill Gain (MSG) Defined as a documented academic, technical, occupational, or other form of progress, towards a credential or employment (Annual/Real Time).
6 months (3/23/2023)	Projected 2nd qtr. 2024 (Apr-Jun 2024)	Projected 4th qtr. 2024 (Oct-Dec 2024)	N/A OJT	Achieved PY 23 & PY 24

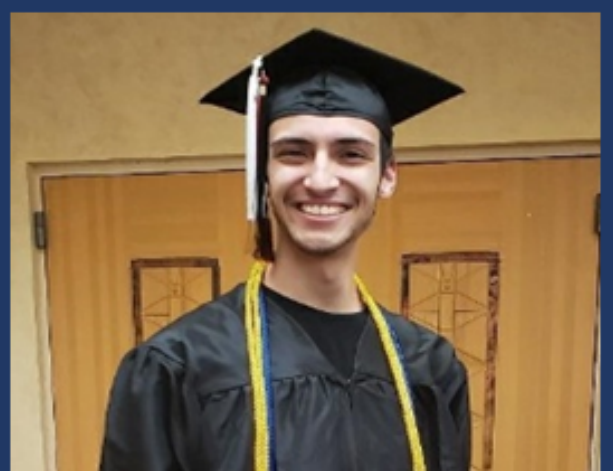
**Services Provided:**

Intake and eligibility determination. Initial assessment to determine employment and training needs. Case file development, forms completion, orientation, and enrollment. Career Counseling, basic skills assessment, comprehensive assessment (Work Keys). Development of a comprehensive training plan to incorporate all employer identified occupational training topics required to be fully functional in the position and fill any identified training gaps. OJT negotiation, contract completion and submittal. Monthly follow-up communication and time sheet/evaluation submittal, to determine additional needs, offer encouragement and assistance and identify any barriers that might impede goal achievement. Rogelio remains employed in his new position; follow-up services were offered to assist with any on-going employment needs and to offer additional assistance.

WIOA TITLE 1.B, ADULT AND DISLOCATED WORKER PROGRAMS

# SUCCESS STORIES

## XAVIER



Xavier entered the WIOA program in September 2022. At the time of his application, he was receiving Public Assistance benefits and qualified to participate in the WIOA program as an adult. Xavier had previous experience as an inventory specialist working in a warehouse filling orders. He had only been in the workforce for a few years having graduated high school 4 years prior and attending college.

When the pandemic hit and the schools closed, he disenrolled from college to work full time. He aspired to complete his education and gain employment in the IT field but needed employment and income during the pandemic. He picked up whatever employment he could qualify for with just a high school diploma, but it wasn't enough. When he heard about the WIOA program, he knew it was the perfect time to take advantage of the opportunity and return to school.

Xavier decided to enroll into the Computer Systems Technician Program at Intellitec. He had a heavy workload but balanced it well despite the challenge. Xavier said that the computer networking processes he was learning were fairly interesting, but very dry. Additionally, he had a few challenging months transitioning into Linux which was a new program he was mastering while dealing with a personal tragedy; the loss of his grandfather. He successfully overcame the challenges and as he neared the end of his program, Xavier felt even more sure that the program he had chosen was a great fit because he was now able to learn "hands-on". He was excited to graduate and had his sights set firmly on a cumulative GPA of 4.0.

Nearing the end of his Program, Xavier obtained employment at Sabio Systems, a staffing agency where he has been placed on a long-term contract in his field of study. He stated that he's really been enjoying his job; it's a bit more focused on labor than tech, but he found it very satisfying all the same. His Career Development Specialist learned that Xavier was an exemplary employee and remains employed full-time with Sabio Systems as a Promethean technician making \$17.00 an hour. Xavier is thankful for the WIOA Program that has provided him with a great opportunity to earn the credentials he needed to find his way into the industry he had hoped for.

Months in Staff Assisted Service	<u>Q-2</u> Employed 2nd Qtr. After Exit (Effective Date)	<u>Q-4</u> Employed 4th Qtr. After Exit (Effective date)	<u>Credential</u> Attained a recognized postsecondary credential or diploma	<u>Measurable Skill Gain (MSG)</u> Defined as a documented academic, technical, occupational, or other form of progress, towards a credential or employment (Annual/Real Time).
11 months (09/20/2022)	Projected 1st qtr. 2024 (Jan-Mar 2024)	Projected 3rd qtr. 2024 (Oct-Dec 2024)	ITA Computer Systems Tech Certificate	Achieved for PY 22

**Services Provided:**

Initial assessment to accurately determine service need. Intake, eligibility determination, intensive assessment, and evaluation to thoroughly identify skill gaps to enable tailoring of training program. Case file development, extensive forms completion and contract negotiations. Development of a comprehensive IEP aligned with all requirements of the classroom training program. Timely development, completion, approval, and submittal of all forms associated with the ITA. On-going monthly contact to provide support and determine progress especially to identify any potential barriers that would affect a successful experience and ultimate job placement. Xavier successfully completed his program and is gaining relevant experience through his new employer, Sabio, a staffing agency, he earns \$17 per hour on a long-term contract. Follow-up services were offered to provide on-going support to assure continued employment and assistance.



**WIOA TITLE 1.B, ADULT AND DISLOCATED WORKER PROGRAMS**

SUCCESS STORIES  
**REBECCA**



Rebecca first set foot in a Workforce Connections Center in December 2021. She had spent several years, since graduating high school in 2016, working in a fast-paced call center environment. She didn't mind the pressures of meeting quotas and it was even a blessing during the pandemic when she was sent home to work. However, she was capable of more and wanted to try something else. Walking into a Workforce Connections Center was Rebecca's first step toward a better career.

Through her help with a career consultant, she was able to secure a job as a receptionist with a small landscaping company called Diaz Landscaping. She immediately liked the company culture – which encouraged its employees to move up and explore other opportunities. After a year, she was promoted to an estimate coordinator position. As she continued to grow, her leadership potential became obvious, and the owners of Diaz Landscaping decided to promote her to Office Manager with the help of the WIOA skill-upgrade program.

Rebecca began her skill-upgrade in March of 2023. She was awarded 900 training hours and had to master a variety of new skills including scheduling, payroll, and public relations. Her OJT finally came to an end in August. Since then, Rebecca has put her new skills to work in overseeing the operations for Diaz Landscaping as well as an RV & Marine business with the same owners.

When asked about what the future holds, Rebecca is excited. She would like to stay with Diaz Landscaping as long as she can continue making a positive impact. The key to all her success has been Workforce Connections. From her initial contact with a career consultant, who helped her get her foot in the door, to her skill-upgrade through the WIOA program she has been able to create a brighter future for herself because of the opportunities she found walking into a Workforce Connections Center.

Months in Staff Assisted Service	<u>Q-2</u> Employed 2nd Qtr. After Exit (Effective Date)	<u>Q-4</u> Employed 4th Qtr. After Exit (Effective date)	<u>Credential</u> Attained a recognized postsecondary credential or diploma	<u>Measurable Skill Gain (MSG)</u> Defined as a documented academic, technical, occupational, or other form of progress, towards a credential or employment (Annual/Real Time).
11 months (09/10/2021-both contracts)	Projected 1st qtr. 2024 (Jan-Mar 2024)	Projected 3rd qtr. 2024 (Oct-Dec 2024)	N/A OJT	Achieved for PY 22

**Services Provided:**

Initial assessment to accurately determine service need. Intake, eligibility determination, intensive assessment and evaluation to thoroughly identify skill gaps to enable tailoring of training aspects. Case file development, extensive forms completion and contract negotiations. Development of a comprehensive employment plan aligned with all requirements of the OJT training plans and employment goals, inclusive of the skill upgrade. Timely development, completion, approval, and submittal of all forms associated with the OJT. Monthly timesheet submittal to reimburse the employer for additional costs associated with training of new employees. On-going contact to provide support and determine progress and to identify any potential barriers that would affect a successful experience and ultimate job placement. Caleb successfully completed his program and has obtained permanent, unsubsidized employment with the Armaspec. Follow-up services were offered to provide on-going support to assure continued employment and assistance.



**WIOA TITLE 1.B YOUTH PROGRAM****SUCCESS STORIES**  
**RACHEL**

Rachel enrolled in the WIOA Youth program in January of 2023. At that time she wanted to go to attend training in the automotive field and with the assistance of the program she was able to she IntelliTec College and complete work experience.

Rachel completed training at IntelliTec on September 20, 2023, earning her certificate as an Automotive Technician. Not only was Rachel determined to complete her training, but she also took advantage of our work experience program and was placed at Power Ford with the service department. As of September 22, 2023, Rachel completed her work experience hours and was hired full-time.

When asked to describe her experience, Rachel stated the following:

“Being in the WIOA Youth program was a great opportunity and valuable experience for me. The youth program assisted me with financial aid to have the opportunity to attend IntelliTec College for the automotive program. I would like to thank Marisa Hudson, who did an excellent job at managing my case and made my work placement process very easy. My work experience definitely influenced my career growth and prepared me with the ideal expectations when working in this field.”



## WIOA TITLE 1.B YOUTH PROGRAM

### SUCCESS STORIES

# ARMON

Armon, pictured in the center of the photo, is an 18 year old resident of Los Lunas, NM. Participant was referred to WIOA Youth Services by a community leader.

At time of enrollment, Armon was a senior with a disability at Canon Academy in Belen, NM. Armon was also the Student Council Secretary having been elected by his classmates. He also volunteers at bible school as a mentor and is active with the Wounded Warrior Project.

After successful completion of BEST Training and tutoring, Armon was placed at the Village of Los Lunas Fire Department as a Firehouse Assistant. He completed work experience there from January 2023 through July 2023. During the course of his 300 hours of training he earned all "excellent evaluation marks" by supervisors and fire chief, John Gabaldon.

"Armon learned how to take care of himself around a fire station. He also learned about self-respect. Armon was trained in safety procedures and was cross-trained in several fire station duties and responsibilities." Stated, John Gabaldon, who has been fire chief for the past eight years.

Most recently, Armon was officially hired by the Village of Los Lunas as a Firehouse Assistant. Armon will receive benefits, additional training and become part of the 34 member fire department crew.

"Armon is now our "brother" and we all welcome him into our family. He will be visible in community events and activities. We all look forward to continue working with Armon. He has an awesome positive attitude" said Gabaldon.

During the course of his time with WIOA, Armon earned his high school diploma and a Measurable Skills gain also having successfully completed work experience. For graduation, the firehouse visited his school arriving in their fire trucks and uniforms.

His mother, Mary Alice, commented. "Being part of the WIOA program has benefitted Armon in so many ways. He has totally built his character. Now, plans things better. Has really grown up. He has learned how to use a check book, and is now saving his money. Armon recently visited Universal Studios in Los Angeles, California with his WIOA earnings. Eventually he wants to become a first responder. He is so happy working at the fire department and considers his co-workers as "brothers" and family. He looks forward to going to work each and every day".

**WIOA TITLE 1.B YOUTH PROGRAM**

## SUCCESS STORIES

# MARICRIS

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Maricris always loved animals and dreamed of working in the veterinary field. However, she faced many challenges and barriers that prevented her from pursuing her passion. She lacked the skills, education, and resources to enroll in a veterinary program and find a job in the industry. Until she discovered the WIOA Youth program.

The WIOA Youth program offered Maricris guidance, support, and financial assistance to enroll in the Veterinary Assistant certificate program at Pima Medical Institute.

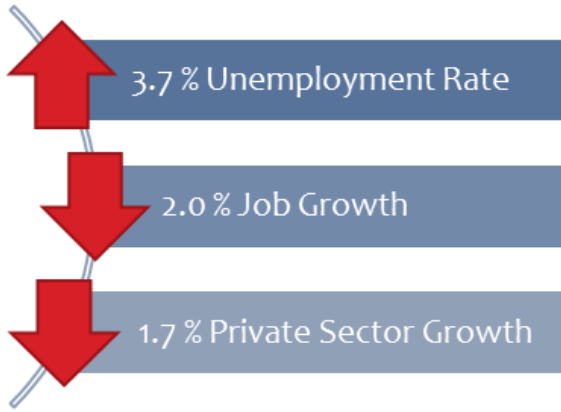
Maricris was determined to succeed and worked hard to complete her coursework and clinical training. She also participated in various workshops and activities offered by the WIOA program such as resume writing, interview skills, and job search strategies. She was able to receive many incentives and rewards for her academic performance and progress, such as scoring two levels higher on her TABE test and maintaining a 2.0 GPA during her training.

On May 15, 2023, Maricris graduated from Pima with her Veterinary Assistant certificate and a bright future ahead of her.

Maricris is grateful to the Youth program for helping her turn her dream into reality. She says, "The program gave me the opportunity, confidence, and skills to achieve my goal. I am happy I was able to join the program and be more successful in the future."

# Labor Market Information & Economic Update

## LATEST EMPLOYMENT NEWS



### STATEWIDE

New Mexico's seasonally adjusted unemployment rate, at 3.7 percent, has increased slightly in the past year. New Mexico's all time unemployment rate low was 3.4 percent in August 2022, only 0.3 percentage points lower than this month's rate. This unemployment rate is over two and a half times less than the pandemic high of 9.3 percent in May 2020.

Over the year, New Mexico's total nonagricultural employment increased by 16,600 jobs, or 2.0 percent. Most of these gains were in the private sector, which was up 11,800 jobs, or 1.7 percent. The public sector was up 4,800 jobs, or 2.7 percent. Four of the nine major private industry sectors reported employment increases over the year.

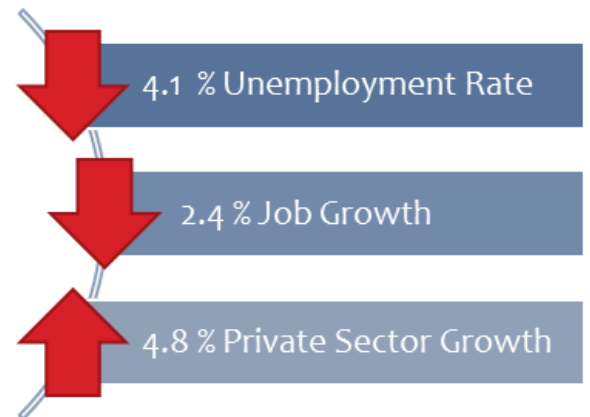
(LABOR MARKET REVIEW, VOLUME 52 NO. 8 PUBLISHED SEPTEMBER 26, 2023. NMDWS, ECONOMIC RESEARCH & ANALYSIS)

### ALBUQUERQUE MSA (BERNALILLO, SANDOVAL, TORRANCE, AND VALENCIA COUNTIES)

In the state's metropolitan statistical areas (MSAs), the not-seasonally adjusted unemployment rate stood at 4.1 percent for the Albuquerque MSA.

Over the year, the Albuquerque MSA grew by 9,500 jobs in total nonfarm employment, representing a gain of 2.4 percent.

The following private sector industries added jobs: private education and health services, up 3,200 jobs, or 4.8 percent; leisure and hospitality, up 2,300 jobs, or 5.3 percent; mining and construction, up 1,200 jobs, or 4.6 percent; manufacturing, up 800 jobs, or 4.7 percent; financial activities, up 600 jobs, or 3.0 percent; professional and business services up 500 jobs, or 0.8 percent; and miscellaneous other services up 300 jobs, or 2.5 percent. Trade, transportation, and utilities employment was down 1,200 jobs, or 1.8 percent. Information was down 100 jobs, or 1.7 percent.



(LABOR MARKET REVIEW, VOLUME 52 NO. 8 PUBLISHED SEPTEMBER 26, 2023. NMDWS, ECONOMIC RESEARCH & ANALYSIS)

**PY23 LWDB Quarterly Report – 1st Quarter**  
**Region: Workforce Connection of Central New Mexico**  
 (July 1, 2023 – September 30, 2023)

**PERFORMANCE**  
**Quarterly Federal Report 9173**

	Adult	Dislocated Worker	Youth
Enrolled	187	24	45
Exited	0	0	0
Carry Over	206	60	243
Served (Enrolled + Carry Over)	393	84	288

Updated and Extracted from Future Works 10/17/2023

	Participants Served		
	Adult	Dislocated Worker	Youth
Eligible Veterans	13	1	1
Individuals with a Disability	7	0	38
Displaced homemakers	0	5	0
Low-income individuals	231	66	277
Older individuals	16	9	0
Ex-offenders	2	0	8
Homeless individuals or runaway youth	1	0	4
Current or former foster care youth	0	0	0
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	200	37	271
Eligible migrant and seasonal farmworkers	0	0	0
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	0	0	0
Single parents (Including single pregnant women)	23	6	6
Long-term unemployed (27 or more consecutive weeks)	11	5	0

Updated and Extracted from WCOS on 10/17/2023

**PY23 LWDB Quarterly Report – 1st Quarter**  
**Region: Workforce Connection of Central New Mexico**  
 (July 1, 2023 – September 30, 2023)

**PERFORMANCE (CONTINUED)**  
**Quarterly Federal Report 9173**

	Title I	Title II N/A	Title III	Title IV N/A
Enrolled	254	N/A	1918	N/A
Exited	0	N/A	0	N/A
Carry Over	508	N/A	675	N/A
Served (Enrolled + Carry Over)	762	N/A	2593	N/A

Updated and extracted from Future Works 10/17/2023. Title II and Title IV unavailable.

Indicator - Numerator/Denominator	Adult			
	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate: 133/164	82%	75.50%	108.6%	Final Outcome TBD on Annual 9169
Employed in Q4 Rate: 110/138	80%	75.5%	106%	Final Outcome TBD on Annual 9169
Median Wages in Q1: 133	\$8,590.40	\$8,000.00	107.4%	Final Outcome TBD on Annual 9169
Credential Attainment Rate: 56/84	67%	64.00%	105%	Final Outcome TBD on Annual 9169
Measurable Skills Gains Rate: 83/355	23.4%	63.25%	37%	Final Outcome TBD on Annual 9169
Adult Participation Threshold: 395/850	395	850	46.5%	Final Outcome TBD on Annual 9169

Extracted from WCOS 10/17/2023

**PY23 LWDB Quarterly Report – 1st Quarter**  
**Region: Workforce Connection of Central New Mexico**  
 (July 1, 2023 – September 30, 2023)

**PERFORMANCE (CONTINUED)**  
**Quarterly Federal Report 9173**

	Dislocated Worker			
Indicator - Numerator/Denominator	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate: 42/52	81%	68.00%	119.1%	Final Outcome TBD on Annual 9169
Employed in Q4 Rate: 54/70	77.1%	68.50	113%	Final Outcome TBD on Annual 9169
Median Wages in Q1: 42	\$10870.89	\$7,850.00	138.5%	Final Outcome TBD on Annual 9169
Credential Attainment Rate: 34/48	71%	70.00%	101.4%	Final Outcome TBD on Annual 9169
Measurable Skills Gains Rate: 16/67	23.9%	61.00%	39.2%	Final Outcome TBD on Annual 9169
DW Participation Threshold: 84/300	84	300	28%	Final Outcome TBD on Annual 9169

Extracted from WCOS 10/17/2023

	Youth			
Indicator - Numerator/Denominator	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate: 67/88	76.1%	67.00%	113.6%	Final Outcome TBD on Annual 9169
Employed in Q4 Rate: 54/72	75%	66.00%	113.6%	Final Outcome TBD on Annual 9169
Median Wages in Q1: 64	\$5436.85	\$3,700.00	147%	Final Outcome TBD on Annual 9169
Credential Attainment Rate: 9/30	30%	52.00%	58%	Final Outcome TBD on Annual 9169
Measurable Skills Gains Rate: 28/144	19.4%	51.00%	38%	Final Outcome TBD on Annual 9169
Youth Participation Threshold: 282/525	282	525	54%	Final Outcome TBD on Annual 9169

Extracted from WCOS 10/17/2023

**PY23 LWDB Quarterly Report – 1st Quarter**  
**Region: Workforce Connection of Central New Mexico**  
 (July 1, 2023 – September 30, 2023)

**PERFORMANCE (CONTINUED)**  
**Quarterly Federal Report 9173 (Continued)**

	Title III - WP			
Indicator - Numerator/Denominator	Actual	Negotiated	% Met	Meet/Exceed/Failed
Employed in Q2 Rate: 861/1410	61%	58.00%	105.34%	Final Outcome TBD on Annual 9169
Employed in Q4 Rate: 754/1229	61.4%	58.00%	106%	Final Outcome TBD on Annual 9169
Median Wages in Q1: 861	\$6750.00	\$5.574.00	121.1%	Final Outcome TBD on Annual 9169

Extracted from WCOS 10/17/2023





**FINANCIAL REPORT**

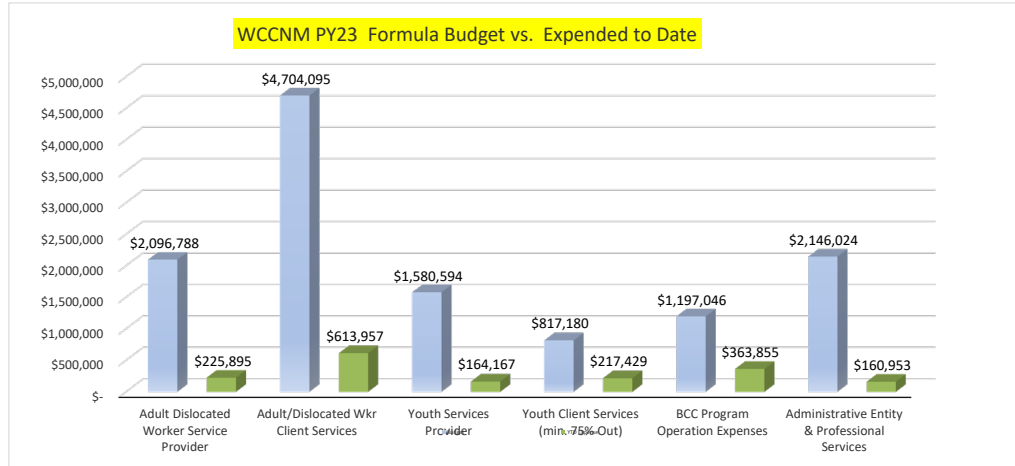
YEAR TO DATE  
**September 30, 2023**

**WORKFORCE CONNECTION  
OF CENTRAL NEW MEXICO  
WCCNM  
PROGRAM YEAR 2023 7-1-23 to 6-30-24 (PY23)  
BUDGET TO ACTUAL COMPARISON  
As of September 30, 2023**

		25%      Of Year				
		Budget	Year to Date	Encumbrance	Variance	
1	<b>Adult Dislocated Worker Service Provider</b>	Service Provider - MRCOG	2,096,788	225,895	1,870,893	0
		Subtotal	<b>\$ 2,096,788</b>	<b>\$ 225,895</b>	<b>\$ 1,870,893</b>	<b>\$ 0</b>
2	<b>Adult/Dislocated Wkr Client Services</b>	Adult / DW Participant Training OJT's CT's ITA's	4,278,095	499,940	763,561	3,014,593
		Adult / DW Work Experience W / Workers Comp	350,000	102,709	15,000	232,291
		Adult / DW Supportive Services	76,000	11,307	1,500	63,193
		Subtotal	<b>\$ 4,704,095</b>	<b>\$ 613,957</b>	<b>\$ 780,061</b>	<b>\$ 3,310,077</b>
3	<b>Youth Services Provider</b>	Service Provider - YDI	1,580,594	164,167	1,416,427	0
		Subtotal	<b>\$ 1,580,594</b>	<b>\$ 164,167</b>	<b>\$ 1,416,427</b>	<b>\$ 0</b>
4	<b>Youth Client Services (min. 75% Out)</b>	Youth Work Experience - YDI Portion	626,000	61,039	150,000	414,961
		Youth Training Services	146,180	146,467	-	(287)
		Youth Supportive Services	45,000	9,923	2,500	32,577
		Subtotal	<b>\$ 817,180</b>	<b>\$ 217,429</b>	<b>\$ 152,500</b>	<b>\$ 447,251</b>
5	<b>BCC Program Operation Expenses</b>	Business & Career Center Facility Operation	850,000	268,929	581,071	0
		Business & Career Center Facility Reimbursemet	(545,000)	-	(545,000)	-
		Business & Career Ctr Mgmt - MRCOG Operator	183,720	33,437	150,283	0
		Business & Career Ctr Mgmt - MRCOG Operations	468,326	6,451	461,875	-
		Business & Career Ctr Mgmt - MRCOG Spec Projects	-	34,465	-	(34,465)
		Business & Career Ctr Mgmt - MRCOG Project DWS Apprenticeship	150,000	20,573	129,427	0
		Business & Career Ctr Mgmt - MRCOG Operations Staff Reimbursements	90,000	-	-	90,000
		Business & Career Center Improvements	-	-	-	-
		Subtotal	<b>\$ 1,197,046</b>	<b>\$ 363,855</b>	<b>\$ 777,656</b>	<b>\$ 55,535</b>
6	<b>Administrative Entity &amp; Professional Services</b>	AE/Fiscal Agent - MRCOG	754,263	129,181	590,617	34,465
		Program Support/Board Expense	60,000	12,876	1,000	46,124
		Contractual Services	-	-	-	-
		Contingency & Sale Of Lease	300,000	-	-	300,000
		Legal Services	15,000	795	6,000	8,205
		Audit Services	39,360	18,100	21,260	(0)
		Carved Out 2nd Year Reserve	977,401	-	-	977,401
		Subtotal	<b>\$ 2,146,024</b>	<b>\$ 160,953</b>	<b>\$ 618,877</b>	<b>\$ 1,366,195</b>
7	<b>TOTAL WIOA FORMULA BUDGET PY23</b>		<b>\$ 12,541,728</b>	<b>\$ 1,746,255</b>	<b>\$ 5,616,413</b>	<b>\$ 5,179,059</b>
	<b>OTHER FUNDING:</b>					
8	<b>USDOL Chances Grant 3.5 yrs</b>					
	PE-38620-22-60-A-35 \$1,999,999	AE/ Fiscal Agent - Chances	\$ 645,852	\$ 6,810	45,000	594,042
	7-1-22 to 12-31-25	Sub Recipient Contractor YDI	\$ 864,944	38,835	300,000	526,109
	PY23 is 2nd Year	Client Services - Paid by WCCNM	\$ 261,879	-	-	261,879
		Audit	\$ 30,000	-	-	30,000
	<b>Budget - Chances</b>	<b>Balance Forward</b>	<b>\$ 1,802,675</b>	<b>\$ 45,645</b>	<b>\$ 345,000</b>	<b>\$ 1,412,030</b>
9	<b>Social Security - Ticket To Work</b>	Social Security TTW - PY22 Balance Available Carry Forward	\$ 34,045	TTW Mo Growth / Net Exp	-	\$ 34,045
		Additional TTW Current Year PY23 Earnings	-	-	-	-
		Total Current Year PY23 Expended	-	2,953	-	2,953
		Subtotal	-	<b>\$ (2,953)</b>	-	<b>\$ 31,092</b>
						TTW Balance
10	<b>TOTAL WCCNM Budget PY23</b>		<b>\$ 14,378,448</b>	<b>\$ 1,794,854</b>	<b>\$ 5,961,413</b>	<b>\$ 6,622,181</b>

WIOA Activities

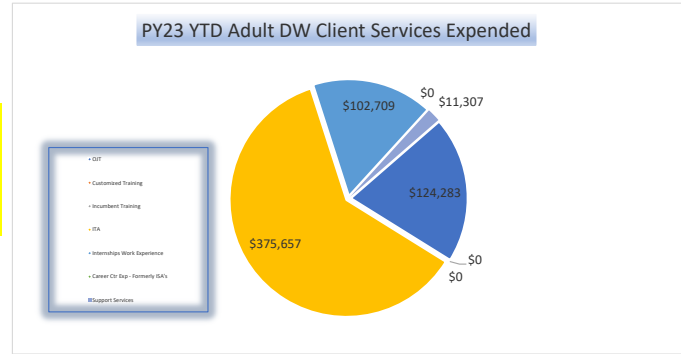
	Budget	YTD Expense	Obligations	Formula Balance WIOA
Adult Dislocated Worker Service Provider	\$ 2,096,788	\$ 225,895	\$ 1,870,893	\$ 0
Adult/Dislocated Wkr Client Services	\$ 4,704,095	\$ 613,957	\$ 780,061	\$ 3,310,077
Youth Services Provider	\$ 1,580,594	\$ 164,167	\$ 1,416,427	\$ 0
Youth Client Services (min. 75% Out)	\$ 817,180	\$ 217,429	\$ 152,500	\$ 447,251
BCC Program Operation Expenses	\$ 1,197,046	\$ 363,855	\$ 777,656	\$ 55,535
Administrative Entity & Professional Services	\$ 2,146,024	\$ 160,953	\$ 618,877	\$ 1,366,195
	\$ 12,541,727	\$ 1,746,255	\$ 5,616,413	\$ 5,179,059



Data:  
 OJT  
 Customized Training  
 Incumbent Training  
 ITA  
 Internships Work Experience  
 Career Ctr Exp - Formerly ISA's  
 Support Services

OJT	124,283
Customized Training	-
Incumbent Training	-
ITA	375,657
Internships Work Experience	102,709
Career Ctr Exp - Formerly ISA's	-
Support Services	11,307

Check \$ 613,957  
 Diff \$ 613,957  
 -



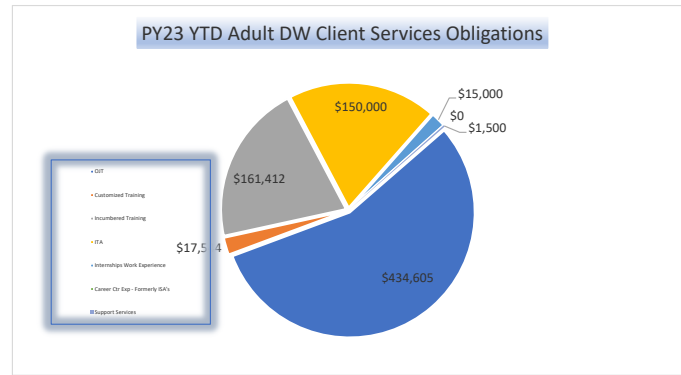
End of Year

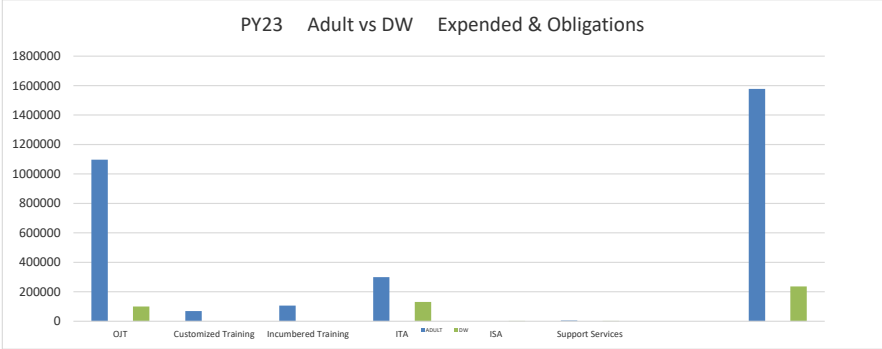
Carried In Obligations from PY22 to PY23  
 \$ 126,809  
 OJT Contracts

Data:  
 OJT  
 Customized Training  
 Incumbered Training  
 ITA  
 Internships Work Experience  
 Career Ctr Exp - Formerly ISA's  
 Support Services

OJT	434,605
Customized Training	17,544
Incumbered Training	161,412
ITA	150,000
Internships Work Experience	15,000
Career Ctr Exp - Formerly ISA's	-
Support Services	1,500

Ck \$ 780,061  
 Diff \$ 780,061  
 -



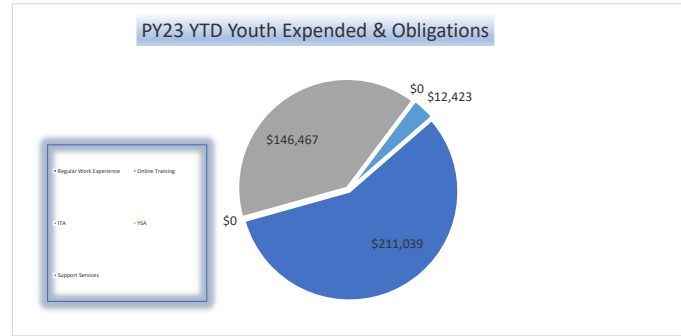


	Adult	DW	Total
OJT	516,976	41,913	
Customized Training	17,544	0	
Incumbered Training	161,412	0	
ITA	467,009	58,648	
Career Ctr Exp - Formerly ISA's	-	-	
Internship Work Exp	77,679	40,030	
Support Services	11,938	869	
	1,252,558	141,459	1,394,018
	90%	10%	
Ck	1,394,018		
Ck	1,394,018		
Diff	-		

Data:  
 Regular Work Experience  
 Online Training  
 ITA  
 YSA  
 Support Services

211,039  
 -  
 146,467  
 -  
 12,423

Check \$ 369,929  
 Diff \$ 369,929  
 -

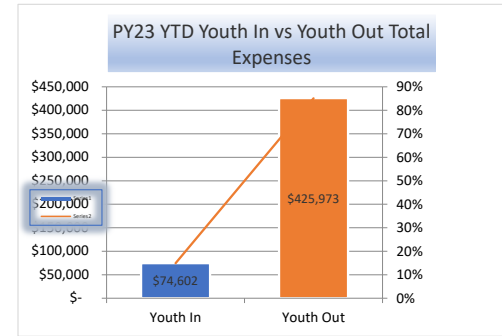


Data:  
 Youth In  
 Youth Out

Category	Amount	Percentage
Youth In	\$ 74,602	15%
Youth Out	\$ 425,973	85%

Check 500,575  
 Off Financials \$ 500,575  
 Not Board Report

Watch  
 14.90%  
 85.10%



# MINUTES



## Executive Committee

Monday, September 25, 2023

1:30 pm

Mid-Region Council of Governments  
809 Copper Ave. NW, Albuquerque, N M  
Hybrid

Call to Order – 1:32 pm – John Mierzwa

### Member

- ✓ Carl Adams, Youth Standing Committee Chair
- ✓ Doug Calderwood – Performance & Monitoring Chair
- ✓ Honorable Gregg Hull, CEO
- ✓ Krista Kelley – Chair-Elect, Sandoval County Rep
- ✓ John Mierzwa - Chair

Debbie Ortiz- Past Chair, Torrance County Rep.

- ✓ Stacy Sacco - Bernalillo County Rep

Jerry Schalow, Past-Chair

- ✓ Michael Voegerl – Valencia County Rep

Vacant, Treasurer

Vacant, Economic Development Chair

### Approval of Monday, September 25, 2023, Agenda

Motion : Krista Kelley

Second : Gregg Hull

No Discussion

Action: Passed unanimously by Roll Call Vote

	Yes	No	Abstain	No Vote
Carl Adams	X			
Doug Calderwood	X			
Gregg Hull	X			
Krista Kelley	X			
John Mierzwa	X			
Stacy Sacco	X			
Michael Voegerl	X			

**Tab 1: Approval of WCCNM Minutes for June 5, 2023**

**Motion: Stacy Saaco**  
**Second: Mayor Gregg Hull**  
**No Discussion**

**Action: Passed unanimously by Roll Call Vote**

	Yes	No	Abstain	No Vote
Carl Adams	X			
Doug Calderwood	X			
Gregg Hull	X			
Krista Kelley	X			
John Mierzwa	X			
Stacy Sacco	X			
Michael Voegerl	X			

**ACTION ITEMS**

Tab 2

**Approval of WCCNM Treasurer**

**By: Art Martinez, WCCNM Administrator**

- Mr. Martinez stated to the Board that Herb Crosby has accepted the position for Treasurer.
- There were no other nominations.

**Motion: Krist Kelley**  
**Second: Gregg Hull**  
**No Discussion**  
**Action: Passed unanimously by Roll Call Vote.**

	Yes	No	Abstain	No Vote
Carl Adams	X			
Doug Calderwood	X			
Gregg Hull	X			
Krista Kelley	X			
John Mierzwa	X			
Stacy Sacco	X			
Michael Voegerl	X			



**Approval of MP-305 WCCNM Data Validation Policy - New**

**By: Tawnya Rowland, WIOA Program Manager**

- Mr. Rowland stated that this is a new policy that USDOL has implemented and would like all Workforce Development Boards to implement along with the state.
- We have not received any definitive guidance from the state yet.
- This Policy sets the foundation for the WCCNM Data Validation Program process and provides the service providers the framework needed to develop Data Validation procedures that help ensure the performance reporting data submitted to NMDWS is valid and reliable.
- The plan is to do bi-annual data validation on this unique 25 data elements from the Adult/DW Worker Provider, Youth Provider and Chances Grant.
- Once we get more guidance from the NMDWS we may have to add others to the list.

**Questions & Comments**

**Motion: Krista Kelley**

**Second: Michael Voegerl**

**No Discussion**

**Action: Passed unanimously by Roll Call Vote.**

	Yes	No	Abstain	No Vote
<b>Carl Adams</b>	X			
<b>Doug Calderwood</b>	X			
<b>Gregg Hull</b>	X			
<b>Krista Kelley</b>	X			
<b>John Mierzwa</b>	X			
<b>Stacy Sacco</b>	X			
<b>Michael Voegerl</b>	X			

**Approval of OP-410 Supportive Service Policy, Change 11**

**By: Tawnya Rowland, WIOA Program Manager**

- Mr. Rowland presented the Supportive Service Policy Change on page 7 & 8.
- The changes include to reduce the incentive amounts per participant from \$200 to \$100 and how many incentives they can receive from 3 to 2.

**Questions & Comment**

**Motion: Michael Voegerl**

**Second: Stacy Sacco**

**No Discussion**

**Action: Passed unanimously by Roll Call Vote.**

	Yes	No	Abstain	No Vote
Carl Adams	X			
Doug Calderwood	X			
Gregg Hull	X			
Krista Kelley	X			
John Mierzwa	X			
Stacy Sacco	X			
Michael Voegerl	X			

**Tab 5**

**Approval of OP-422A Participation & Co-Enrollment Policy, Change 1**

**By: Sonora Rodriguez, WIOA Program Manager**

- Ms. Rodriguez presented the Participation & Co-Enrollment Policy.
- She stated USDOL strongly endorses and recommends fostering collaboration and integrated service delivery, shared data and leveraged resources that leads to positive employment and training outcomes for participants. This policy provides background, instruction, and guidance regarding co-enrollments across funding streams and serves to encourage greater coordination with the workforce system partners.
- Leveraging these resources and funding sources from other programs helps partners provide a more holistic approach to participants. Given that all partner programs throughout the One Stop Centers have varied eligibility and participation requirements and may have unique performance outcome goals.
- Data Tracking and Sharing has been added.

**Questions & Comments**

**Motion: Stacy Sacco**

**Second: Krista Kelley**

**No Discussion**

**Action: Passed unanimously by Roll Call Vote.**

	Yes	No	Abstain	No Vote
Carl Adams	X			
Doug Calderwood	X			
Gregg Hull	X			
Krista Kelley	X			
John Mierzwa	X			
Stacy Sacco	X			
Michael Voegerl	X			

**INFORMATION & DISCUSSION ITEMS**

**Tab 6 WIOA Updates**

- Mr. Martinez gave update on the USDOL Monitor Review. They reviewed the Adult/DW Worker program and our pleased with their policies and procedures, the Youth Program has some areas of concern along with State and local Policies.
- Once we get the report it will go to the NMDWS first, then it will be sent down to the board and operations. We will then work with the state to answer any findings.
- Mr. Martinez stated that the Board approved for us to apply for the Building Infrastructure Pathways Grans. The grant is for a total of \$2 Mil for a period of 5 years.
- Today we received the Notice of Award.
- Ms. Kelley stated that they have put out an RFQ with specific set of criteria that we wanted a consultant to do an analysis and capture data on. We did receive a response from two potential and Innovate+Educate was selected. The contract has started, and we should have data back regarding separate entities in Mid-October.

**PUBLIC COMMENT/ADJOURNMENT**

**Public Comments – None**  
**Adjournment – 2:25 pm**

**Next Meeting: November 20, 2023, at 1:30 pm.**

***A more detailed account of the meeting and discussions are available for review at the MRCOG  
offices at:  
809 Copper NW, Albuquerque, NM 87102***

\_\_\_\_\_  
John Mierzwa, WCCNM Chair

ATTEST:

\_\_\_\_\_  
Secretary

“Equal Opportunity Program”