



Full Board Hybrid

Monday, August 18, 2025
1:30 pm

809 Copper Ave. NW, Albuquerque, NM 87102

https://us06web.zoom.us/webinar/register/WN_q6pDAHU7QZOtVZBcYVi5WA

Stacy Sacco, Chair

Vaadra Chavez, Chair-Elect

AGENDA

- ☐ **Call to Order**
- ☐ **Roll Call – Determination of Quorum**

- ☐ **Karla Causey, Treasurer** - Black Chamber of Commerce of New Mexico
- ☐ **Robert Chavez** – Youth Development Inc.
- ☐ **Vaadra Chavez, Chair-Elect** - Securin
- ☐ **Troy Clark** – New Mexico Hospital Association
- ☐ **Gabriel Esparza** – Albuquerque Job Corps

- ☐ **Bobby Getts** - NM JATC for the Electrical Industry.
- ☐ **Tracy Hartzler** – Central New Mexico Community College
- ☐ **Justin Hilliard** – City of Albuquerque, Economic Development
- ☐ **Antoinette Holmes** - NM Department of Vocational Rehabilitation
- ☐ **Gregg Hull** – City of Rio Rancho
- ☐ **Dr. Kristopher Johnson** – Rio Rancho Public Schools
- ☐ **Robert Leming** – New Mexico Chamber of Commerce
- ☐ **Roxanne Luna** - New Mexico Human Services Department
- ☐ **James Magoffe** - Yearout Mechanical Inc.
- ☐ **John Mierzwa** – Ingenuity Software Labs, Inc

- ☐ **Leslie Munoz**, Maxeon
- ☐ **Debbie Ortiz**, RDO Enterprises
- ☐ **Stacy Sacco, Chair**– 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**– Rancho Regional Chamber of Commerce
- ☐ **Tom Schuch**– New Mexico Restaurant Association
- ☐ **Jennifer Sinsabaugh** – New Mexico MEP
- ☐ **Elisha Torres-Saavedra** – PNM
- ☐ **Raymond Trujillo** – Southwest Piping Institute (Local 412)
- ☐ **David Valdes** – Central New Mexico Community College
- ☐ **David Vadera** – Women's Economic Self Sufficiency Team (WESST)
- ☐ **Susan YaSenka** - University of New Mexico Valencia Campus

New Board Member Introduction

- James Magoffe, Yearout Mechancile, Inc.

Approval of Monday, August 18, 2025 WCCNM Agenda

Motion
Second
Action

Tab 1 **Approval of WCCNM Full Board Minutes, June 16, 2025**

Motion

Second

Action

Tab 2 **RioTECH Presentation by Dr. Kristopher Johnson, Rio Rancho Public Schools**

ACTION ITEMS

Tab 3 **Approval of WFCP-03-25, BAR #1**

Motion

Second

Action

SERVICE & TRAINING PROVIDER UPDATES

Tab 4 **Chairman's Items**

Tab 5 **Workforce Connection Operations Report – July 31, 2025**

Tab 6 **WCCNM Quarterly Performance Report PY24 Q4 & Annual**

Tab 7 **Additional Grant Updates**

- Pathway Home 3 – CHANCES
- H1B Building Career Pathways for Infrastructure Fund Jobs

INFORMATIONAL UPDATES

Tab 8 **Summary of Executive Committee Meeting for November 18, 2024**

Tab 9 **WIOA Monthly Expenditure Report for June 30, 2025**

Tab 10 **WIOA Updates**

- Tier I and Tier II Industries
- Self-Sufficiency Wages
- LLISL Tables

STANDING/AD -HOC COMMITTEE UPDATES

- Disability Standing Committee
- Finance Standing Committee
- Operations Standing Committee
- Youth Standing Committee
- Business Engagement \ Economic Development Ad-Hoc
- Establish Separate Funding Entity Ad-Hoc

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, October 20, 2025

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, June 16, 2025
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.

Call to Order: Stacy Sacco, Chair-Elect at 1:33 pm

Roll Call - by Art Martinez

Marvis Aragon – American Indian Chamber of Commerce New Mexico

Danielle Casey - Albuquerque Economic Development

- **Karla Causey, Treasurer** - Black Chamber of Commerce of New Mexico
- **Robert Chavez** – Youth Development Inc.
- **Vaadra Chavez ,Chair-Elect** - Securin
- **Troy Clark** – New Mexico Hospital Association
- **Gabriel Esparza** – Albuquerque Job Corps
- **Bobby Getts** - NM JATC for the Electrical Industry.
- **Marni Goodrich** - Yearout Mechanical Inc.

- **Tracy Hartzler** – Central New Mexico Community College

Justin Hilliard – City of Albuquerque, Economic Development

- **Antoinette Holmes** - NM Department of Vocational Rehabilitation

Gregg Hull – City of Rio Rancho

Dr. Kristopher Johnson – Rio Rancho Public Schools

- **Robert Leming** – New Mexico Chamber of Commerce
- **Sara Limon** – Lovelace Health Systems
- **Roxanne Luna** - New Mexico Human Services Department

- **John Mierzwa** – Ingenuity Software Labs, Inc

- **Leslie Munoz**, Maxeon

- **Debbie Ortiz**, RDO Enterprises

- **Stacy Sacco, Chair**– 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**– Rancho Regional Chamber of Commerce

- **Tom Schuch**– New Mexico Restaurant Association

Jennifer Sinsabaugh – New Mexico MEP

Elisha Torres-Saavedra – PNM

Raymond Trujillo – Southwest Piping Institute (Local 412)

- **David Valdes** – Central New Mexico Community College

David Vadera – Women's Economic Self Sufficiency Team (WESST)

- **Susan YaSenka** - University of New Mexico Valencia Campus

| | |
|--------------------|------------------|
| • In-Person | ○ Virtual |
|--------------------|------------------|

Approval of WCCNM Full Board Agenda, June 16, 2025

- Mr. Stacy Sacco, Board Chair, presented the June 16, 2025, WCCNM Full Board Agenda:

“Without objection, I move that the June 16th, 2025 WCCNM Agenda be approved.

Since, there is no objection the June 16th, 2025 WCCNM Agenda is approved.”

Tab 1: Approval of WCCNM Full Board Minutes, April 21, 2025

- Mr. Sacco, Board Chair, presented the April 21, 2025, WCCNM Full Board Minutes

“Without objection, I move that the April 21, 2025, WCCNM Minutes be approved.

Since, there is no objection the April 21, 2025, WCCNM Minutes is approved.”

ACTION ITEMS

Tab 2 Approval of WFCP-01-25, PY25 Preliminary Budget

by Jesse Turley, Workforce Accounting Manager

- Mr. Turley outlined and discussed the PY25 Preliminary Budget.
- The budget is based on the allocation received from the New Mexico Department of Workforce Solutions and projected carry-in amounts.
- The New Mexico Department of Workforce Solutions (NMDWS) issued the PY25 allocation which indicated a 10.38% decrease for the Central Region. The allocation presented to WCCNM are as follows: Adult \$1,845,822, Dislocated Worker \$3,911,008, Youth \$1,706,934 and Administrative in the amount of \$829,308 for a total PY25 allocation of \$8,293,072. This is a \$960,362 decrease from the prior year's \$9,253,434.
- The PY25 Preliminary Budget estimates the formula carry-in from PY24 to PY25 in the amount of \$2,140,000. It is estimated with \$975,000 Adult, \$525,000 Dislocated Worker, \$440,000 Youth and \$200,000 Administrative dollars.
- The PY25 Preliminary Budget has an initial request to transfer \$864,000 monies of Dislocated Worker to Adult to align with currently experienced clientele mix. This will still need approval by NMDWS. An Additional \$1,800,000 is being planned for a later transfer.
- The PY25 Preliminary Budget provides monies in the Professional Services category of \$20,000 for Board Expenses, \$15,000 for Legal and \$65,000 for Audit Expenses, \$278,687 in Contingency which includes the balance of the sale of lease & no Social Security Ticket-to-Work.

- PY25 Preliminary budget continues to have the two ongoing USDOL grants, Chances and Career Pathways Infrastructure. Both bring in additional directed funding streams to serve the central area, thus, there are two additional service provider contracts with MRCOG and ongoing with YDI.
- Total Financial Budget totals \$15,542,760.

Questions & Comments

Motion: Troy Clark.

Second: Vaadra Chavez

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|-------------------------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | I | | |
| Vaadra Chavez | I | | |
| Troy Clark | I | | |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |

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|-------------------------|----------|--|--|
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vedera | | | |
| Susan Yaşenka | V | | |

Tab 3 Approval of Open Meetings Act Resolution R-01-25

By Arthur Martinez, Workforce Administrator

- Mr. Martinez presented the Open Meetings Act Resolution.
- He noted we were informed of other considerations. Primarily we've been doing video or telephone conference as a predominant source during Covid for meetings. Now that we are no longer in a state of emergency. We are looking at a different approach to remain in line with the OMA.
- We're asking the board to continue with the hybrid approach. We can maintain transparency that the public body can acquire for them, and that we are held accountable for the OMA, and that those in the public that are present, either in person or virtually can hear, and can see what's going on. I think we've made quite a bit of advancements with this board. From a technology standpoint that we can be very comfortable. Knowing that we are addressing the requirements of this act.
- Mr. Martinez stated that the Oxford Languages Dictionary, online, defines "difficult" as characterized by or causing hardships or problems to include and not limited to: *awkward, unfavorable, unsuitable, untimely, ill-timed, inopportune, inexpedient, disadvantageous, and hard-pressed*. Oxford Languages Dictionary, online, defines "impossible" as not able to occur or be done.
- We leave it up to the Board members to determine that it's difficult. It's not our position to police what is difficult for our Board members.
- We are asking the board to approve the changes on R-01-25 Open Meeting Act Resolution

Questions & Comments

Motion: Vaadra Chavez

Second: Robert Chavez

Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|-----------------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |

| | | | |
|------------------------|---|--|---|
| Robert Chavez | I | | |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vedera | | | |
| Susan Vashenka | V | | |

Tab 4 Approval of WFCP-02-25, WCCNM Meetings Dates

By Arthur Martinez, Workforce Administrator

- Mr. Martinez also presented the PY25 WCCNM Meeting Dates for July, 2025 through June 30, 2026.
- Full Board meetings will be scheduled on the third Monday of every other month. Executive Committee will meet every other month on the months the Full board is not meeting. Chief Elected Officials will meet three times a year.
- We are asking the Board for approval of the WCCNM Meeting Date for PY25.

Motion: Jerry Schalow

Second: Leslie Munoz

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|-------------------------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | I | | |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vadera | | | |
| Susan YaSenka | V | | |

Tab 5 Approval of Workforce Connection of Central New Mexico Service Provider Annual Contract Renewal Requests (with Risk Assessments)

By Arthur Martinez, Workforce Administrator

- Mr. Martinez explained each contract will be approved separately.

- He stated the MRCOG has had the Administrative Entity and Fiscal Agent Contract for more than 20 years.
- H1-B Pathways to Infrastructure Jobs Grant has three more years. We have two staff and a Contract with CNM and UNM-Valencia. We will be renewing those contracts with the approval of the Board.
- Pathway Home 3 – Chance Grant has one more year left in the contract.

A. Administrative Entity and Fiscal Agent Contract with the Mid-Region Council of Governments

Motion: Tom Schuch

Second: Vaadra Chavez

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|-------------------------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | I | | |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |

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|------------------------|---|--|--|
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vedera | | | |
| Susan Yaşenka | V | | |

B. H1-B Pathways to Infrastructure Jobs Grant

Motion: Tom Schuch

Second: Waldy Salazar

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|------------------------|--------------------------|-------------------------|------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | I | | |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |

| | | | |
|-------------------------------|----------|--|--|
| Elisha Torres-Saavedra | | | |
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vedera | | | |
| Susan Yashenka | V | | |

C. Pathway Home 3 - CHANCES

Motion: Karla Causey

Second: Tom Schuch

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|-------------------------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | I | | |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |

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|-------------------------|----------|--|--|
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vedera | | | |
| Susan Yaşenka | V | | |

Tab 6 Approval of Request for Proposal Award for One-Stop Operator

By Cindy Cordova, Board Attorney, German, Burnette & Associates LLC

- Ms. Cordova stated that herself and her paralegal Miss Melanie Scholer, who is also attending the meeting, had an opportunity to work on the RFPs for the WCCNM in 2021 and 2025. For One-Stop Operator, Adult/Dislocated Worker and Youth Service Provider.
- She stated they made sure and went through everything with a very close eye and made sure that it complied with the procurement code, and so, as the Board's legal counsel, it is legally sufficient, and I also served as the procurement officer.
- I went through along with the ad Hoc committee. We went line by line to make sure that each responses addressed the RFPs. That they were responsive to the specifications, to the scope of work and the three that are being recommended today, were picked in 2021, and are now up for your approval, to serve another four years as your representatives.
- Karla Causey, Treasure and Finance Standing Committee Chair stated that the Finance Standing Committee went through as well and reviewed them. Unfortunately, we only had one response for each of these RFPs.
- We looked at the criteria for what went out. They followed all the standard procedures for procurement, so therefore we find no fault with this, and we only have one bidder on each of these 3 categories.
- She stated that Finance Standing Committee finds no discrepancy in what they are proposing.

Meeting Paused at 2:21 pm due to technical difficulties.

Meeting resumed at 2:25

Motion: Jerry Schalow

Second: Tom Schuch

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|------------------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | I | | |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |

| | | | |
|------------------------|---|--|--|
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Sava | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vadera | | | |
| Susan Vashenka | V | | |

Tab 7 Approval of Request for Proposal Award for WIOA Adult/Dislocated Worker Service Provider

By Stacy Sacco, Board Chair

- Approval of recommendation from the Ad-Hoc Committee for the provider of WCCNM Adult/Dislocated Worker Services.

Motion: Jerry Schalow

Second: Vaadra Chavez

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |

| | | | |
|------------------------|---|--|---|
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | I | | |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vadera | | | |
| Susan Vashenka | V | | |

Tab 8 Approval of Request for Proposal Award for WIOA Youth Service Provider & Renewal of YDI Pathway Home 3 – Chances

By Stacy Sacco, Board Chair

- Approval of recommendation from the Ad-Hoc Procurement and WCCNM Finance Standing Committee for the WCCNM provider of Youth services.
- Mr. Robert Chavez recused himself from this action item.

A. Award for WIOA Youth Service Provider

Motion: Jerry Schalow

Second: Roxanne Luna

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|-------------------------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | | | I |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |
| Raymond Trujillo | | | |
| David Valdes | V | | |
| David Vadera | | | |
| Susan YaSenka | V | | |

- Approval of recommendation for annual renewal of the Service Provider for the USDOL Pathway Home 3 Grant - CHANCES.
- Ms. Rowland stated that we are entering the last twelve-month period of the grant. This phase is the follow-up.

B. YDI Pathway Home 3 - CHANCES

Motion: Tom Schuch

Second: karla Causey

No Discussion

Action: Passed unanimously by voice vote (in-person and virtual)

| | Yes In-Person/Virtual | No In-Person/Virtual | Abstain In-Person/Virtual |
|-------------------------------|----------------------------------|---------------------------------|--------------------------------------|
| Carl Adams | | | |
| Marvis Aragon | | | |
| Danielle Casey | | | |
| Karla Causey | I | | |
| Robert Chavez | | | I |
| Vaadra Chavez | I | | |
| Troy Clark | | | I |
| Gabriel Esparza | V | | |
| Bobby Getts | V | | |
| Marni Goodrich | V | | |
| Tracey Hartzler | V | | |
| Antoinette Holmes | V | | |
| Justin Hilliard | | | |
| Gregg Hull | | | |
| Dr. Kristopher Johnson | | | |
| Robert Leming | V | | |
| Sara Limon | V | | |
| Roxanne Luna | I | | |
| John Mierzwa | V | | |
| Leslie Munoz | V | | |
| Debbie Ortiz | I | | |
| Stacy Sacco | I | | |
| James Salas | V | | |
| Waldy Salazar | I | | |
| Leslie Sanchez | | | |
| Diane Saya | V | | |
| Jerry Schalow | I | | |
| Tom Schuch | V | | |
| Jennifer Sinsabaugh | | | |
| Elisha Torres-Saavedra | | | |
| Raymond Trujillo | | | |
| David Valdes | V | | |

| | | | |
|---------------|---|--|--|
| David Vedera | | | |
| Susan Yaşenka | v | | |

UPDATES

Chairman's Items

National Association of Workforce Boards (NAWB) Update

- Mr. Sacco explained that himself and other members of the Board attended NAWB.
- He stated the next conference will be held in Las Vegas Nevada on March 23 to March 2026 and encourages board members to attend.
- He noted the Mountain Rd. Office in Albuquerque hosts different events. Go to their website and see what's happening.
- Mr. Martinez gave update WIOA

COMMITTEE REPORTS

- Disability Standing Committee
Ms. Holmes, Committee Chair, stated there are not updates to report. Noted the Disability event that is being planned for October for National Disability Awareness Month this is a collaborative effort working with workforce Partners.
- Finance Standing Committee
Ms. Causey, Committee Chair, stated there is not update but looking for more Members to participate in this committee. We meet a week to ten days prior to a meeting.
- Operations Standing Committee
Ms. Chavez, Committee Chair, stated if you want a committee that meets more regularly and you want to spend more time diving into the details, The Operations standing committee is the committee for you. We have the opportunity every other month to really get detailed updates and all the various operations here. Specifically, what's going on in each of the programs.
- Youth Standing Committee – No Update.
Ms. Esparza stated that Litigation is happening tomorrow in Washington DC regarding whether or not the Job Corps Center will continue.
- Business Engagement \ Economic Development Ad-Hoc- No Update
- Establish Separate Funding Entity Ad-Hoc – No Update

PUBLIC COMMENTS/ADJOURNMENT

Public Comments – No
Adjournment 3:05 pm

NOTES

Next Meeting:

Date: Monday, August 18, 2025
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”

Approved at the August 18, 2025, WCCNM Full Board Meeting:

Stacy Sacco, WCCNM Chair-Elect

ATTEST:

Secretary

“Equal Opportunity Program”

Workforce Connection of Central New Mexico
WFCP- 03-25
PY25 BAR #1 Budget

Action Requested:

Requesting approval of the BAR #1 Budget for the program year PY25 year 7-1-25 to 6-30-26. This is based on the NMDWS allocation letter dated 7-01-25 and now our amount known for the 2nd year carry-in June 30, 2025 (PY24). Many figures are adjusted some contracts, and the effect ultimately adjusts the client services lines.

Background:

The New Mexico Department of Workforce Solutions (NMDWS) issued the PY25 allocation which had a 10.38% decrease for the Central Region. The allocation was as follows: Adult \$1,845,822, Dislocated Worker \$3,911,008, Youth \$1,706,934 and Administrative in the amount of \$829,308 for a total PY25 allocation of \$8,293,072. This is a \$960,362 decrease from the prior year PY24's \$9,253,434.

The PY25 BAR #1 Budget updates the actual formula carry-in from PY24 to PY25 in the amount of \$2,314,254. This is \$174,254 higher than the Prelim's estimate of \$2,140,000. It is now \$1,137,408 Adult, \$495,224 Dislocated Worker, \$416,919 Youth and \$264,704 Administrative dollars all rounded.

The PY25 BAR #1 Budget has an initial request to transfer lowered to \$834,804 monies of Dislocated Worker to Adult which is all that is available of the PY25 DW monies that was changed. An Additional \$1,400,000 is being planned for later year with the FY26 monies.

The PY25 BAR #1 Budget adjusts monies in the Professional Services category of: \$20,000 Board Expenses, \$20,000 Legal, \$75,825 Board Available, \$65,000 Audit, \$279,617 in Contingency which includes the balance of the sale of lease & \$930 Social Security Ticket-to-Work.

PY25 Preliminary budget continues to have the two ongoing USDOL grants, Chances and Career Pathways Infrastructure. Both bring in additional directed funding streams to serve central area, thus there are two additional service provider contracts with MRCOG and ongoing with YDI.

Policy Ramification:

Approval of Policy WFCP-03-25 will allow the WCCNM to adjust the PY25 budget by categories as reflected in the attached worksheet.

Financial Impact: WCCNM PY25 BAR #1 total is now \$13,714,442. Up \$171,682

Financial Impact: PY25 Adult / DW Service Provider MRCOG \$1,912,843 down to \$1,904,993

Financial Impact: PY25 Youth Service Provider YDI WIOA Staff Costs \$1,128,240 Same

Financial Impact: PY25 Youth Service Provider YDI Staff CHAN \$542,648 up to \$640,459

Financial Impact: PY25 WCCNM Operator MRCOG \$220,298 Down to \$197,373

Financial Impact: PY25 WCCNM Special Board Projects MRCOG \$340,000 Same

Financial Impact: PY25 WCCNM Apprenticeship Project MRCOG \$180,000 Same

Financial Impact: PY25 WCCNM AE/FA MRCOG \$977,023 Same

Financial Impact: PY25 WCCNM USDOL CHAN Chances MRCOG \$121,278 Down to \$80,456

Financial Impact: PY25 WCCNM USDOL H1BP Career Pathways MRCOG \$1,022,267 Down to \$954,305

Do Pass _____

Do Not Pass _____

WCCNM Full Board Meeting 8/18/25

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO

PY25 Bar # 1

BUDGET Effective JULY 1, 2025

| | | | | | | | | |
|--|-------------------------|-----------------------------------|----------------------------------|-----------------------------------|--------------------------------|---------------------------|--|---------------------------------------|
| As of: 7-30-25 | Prior PY24/FY25 Diff | 2,055,322 (209,500) -10.19% | 4,339,724 (428,716) -9.88% | 1,933,043 (226,109) -11.70% | 925,345 (96,037) -10.38% | \$ 9,253,434 (960,362) | Prior Yr PY24 WIOA Allocation -10.38% | PY24 Comparison |
| | | <u>ADULT</u> | <u>DISL WKR</u> | <u>YOUTH</u> | <u>ADMIN</u> | <u>ADDITIONAL</u> | <u>TOTAL</u> | |
| WCCNM REVENUES | | | | | | | | |
| PY25/FY26 Allocation | | \$ 1,845,822 | \$ 3,911,008 | \$ 1,706,934 | \$ 829,308 | \$ - | \$ 8,293,072 | PY25 Formula Allocation 9,253,434 |
| PY24/FY25 Actual Carry-in (Prior Yr PY24) | | 1,137,408 | 495,224 | 416,919 | 264,704 | - | 2,314,254 | Carried into PY24 from PY23 2,189,787 |
| Transfer Request DW to Adult- Year Code PY25 All DW Available | | 834,804 | (834,804) | - | - | - | - | |
| Mid Year Transfer Request DW to Adult- Year Code FY26 DW | | 1,400,000 | (1,400,000) | - | - | - | - | |
| NMDWS Apprenticeship Project - Forward 25-631-1001-00042 | | | | - | - | 180,000 | 180,000 | 180,000 |
| US DOL Chances Grant 4.0 Yr \$1,999,999 (July 2022 to Dec 2026) 4th Yr Final | | | | | - | 1,087,683 | 1,087,683 | 1,424,716 |
| US DOL H1BP Career Pathways 5.0 Yr \$1,999,996 (9-30-23 to 9-30-28) 3rd Yr | | | | | - | 1,559,817 | 1,559,817 | 1,816,606 |
| PY07 Sale Of Lease - Balance FWD | | - | - | - | - | 278,687 | 278,687 | 298,975 |
| PY25 Ticket To Work Revenue Available Year Begin | | - | - | - | - | 930 | 930 | |
| TOTAL REVENUES | | \$ 5,218,034 | \$ 2,171,428 | \$ 2,123,853 | \$ 1,094,012 | \$ 3,107,116 | \$ 13,714,442 | |
| Required Work Exp 20% of Youth | | | | 424,771 | | | | |
| | | | | | | | | Training Basis Adult/ DW \$ 7,389,462 |
| 15,163,518 | | | | | | | | |
| WIOA EXPENSES | | | | | | | | |
| Adult/Dislocated Worker Service Provider | | | | | | | | |
| MRCOG | | 1,257,295 | 647,698 | | | | 1,904,993 | |
| Subtotal | | \$ 1,257,295 | \$ 647,698 | \$ - | \$ - | \$ - | \$ 1,904,993 | 1,950,000 |
| Adult/Dislocated Wkr Client Services | | | | | | | | |
| Adult/Disl Wkr Participant Services | | 2,895,215 | 1,088,787 | - | - | | \$ 3,984,002 | Green Plugs |
| Worker's Compensation Insurance Policy | | 4,232 | 747 | | | | 4,979 | |
| Supportive Services | | 55,000 | 5,500 | | | | 60,500 | |
| Subtotal | | \$ 2,954,447 | \$ 1,095,034 | \$ - | \$ - | \$ - | \$ 4,049,481 | Adult DW Training 54.80% 4,494,142 |
| Youth Service Provider | | | | | | | | |
| Service Provider - YDI | | | | 1,128,240 | | | \$ 1,128,240 | |
| Subtotal | | \$ - | \$ - | \$ 1,128,240 | \$ - | \$ - | \$ 1,128,240 | 1,332,458 |
| Youth Client Services (min. 75% Out) | | | | | | | | |
| Youth Participant Services YDI Work Experience | | | | 424,771 | | | \$ 424,771 | Overall Training 50.61% |
| Youth Transportation YDI | | | | 28,000 | | | 28,000 | |
| Youth Participant Services ITA's MRCOG | | | | 286,992 | | | 286,992 | |
| Youth Supportive Services MRCOG | | | | 25,000 | | | 25,000 | |
| Subtotal | | \$ - | \$ - | \$ 764,762 | \$ - | \$ - | \$ 764,762 | Youth Training 36.01% 691,314 |
| Business & Career Center Operation | | | | | | | | |
| Business & Career Center Facility Operations / IFA Costs | | 522,000 | 122,000 | 328,000 | 7,500 | | \$ 979,500 | 1,008,400 |
| Business & Career Center Facility Operations / IFA Reimbursement | | (430,000) | (99,175) | (235,000) | (25,696) | | (789,871) | (615,000) |
| Business & Career Center Management -MRCOG Operator | | - | - | - | 197,373 | | 197,373 | 192,000 |
| Business & Career Center Management -MRCOG Operations/ Special Projects / Board Proj | | 207,400 | 105,400 | 27,200 | | | 340,000 | 242,000 |
| Business & Career Center - DWS Apprenticeship Proj | | - | - | - | - | 180,000 | 180,000 | 180,000 |
| Business & Career Center Improvements | | | | | | | - | 90,000 |
| Subtotal | | \$ 299,400 | \$ 128,225 | \$ 120,200 | \$ 179,177 | \$ 180,000 | \$ 907,002 | 1,097,400 |
| Professional Services | | | | | | | | |
| AE/FA - MRCOG | | 106,891 | 100,471 | 35,650 | 734,010 | | \$ 977,023 | 978,000 |
| Program Support/Board Expense | | | | | 20,000 | | 20,000 | 64,354 |
| Contractual Services - Available | | | | | 75,825 | | 75,825 | 75,552 |
| Legal Services | | | | | 20,000 | | 20,000 | 20,000 |
| Audit Services | | | | | 65,000 | | 65,000 | 65,000 |
| Contingency, \$ Ticket to Work & \$ Sale of Lease | | | | | | 279,617 | 279,617 | 298,975 |
| Carved Out Plan for Carry In - Reserved for Initial part 2nd year - July - Sep 25 | | 600,000 | 200,000 | 75,000 | - | | 875,000 | 855,000 |
| Subtotal | | \$ 706,891 | \$ 300,471 | \$ 110,650 | \$ 914,835 | \$ 279,617 | \$ 2,312,464 | 2,356,881 |
| TOTAL WIOA EXPENSES | | \$ 5,218,034 | \$ 2,171,428 | \$ 2,123,853 | \$ 1,094,012 | \$ 459,617 | \$ 11,066,942 | 11,922,195 |

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO
PY25 Bar # 1
BUDGET Effective JULY 1, 2025

USDOL Chances Grant Expenses 4.0 Yr 7-1-22 to ext 6-30-26

| | | | | | | | | | |
|--|---|---|---|--|---------|----|---------|--|--|
| US DOL Chances Client Services | - | - | | | 338,134 | \$ | 338,134 | | |
| US DOL Chances Contracts to Sub Recipients (\$950,000, Modded to 1,306,405.15) Balance | - | - | | | 640,459 | | 640,459 | | |
| MRCOG Admin for Chances - Staffing (\$271,879 Started) Balance | | | - | | 80,456 | | 80,456 | | |
| Audit Services - Chances Portion 3.5 yrs \$30,000 | | | - | | 28,634 | | 28,634 | | |

| | | | | | | | | | | | | | | | |
|------------------------------|----|---|----|---|----|---|----|---|----|-----------|----|-----------|----|-----------|-----------|
| TOTAL CHANCES GRANT EXPENSES | \$ | - | \$ | - | \$ | - | \$ | - | \$ | 1,087,683 | \$ | 1,087,683 | \$ | 1,087,683 | 1,424,716 |
|------------------------------|----|---|----|---|----|---|----|---|----|-----------|----|-----------|----|-----------|-----------|

USDOL H1BP Career Pathways Expenses 5.0 Yr 9-30-23 to 9-30-28

| | | | | | | | | | |
|---|---|---|---|--|---------|----|---------|--|--|
| US DOL Career Pathways Client Services & All Others | - | - | | | 215,812 | \$ | 215,812 | | |
| US DOL Career Pathways to Sub Recipients | - | - | | | 389,700 | | 389,700 | | |
| MRCOG Admin for H1BP - Remaining Mltiple Yrs | | | - | | 954,305 | | 954,305 | | |
| Audit Services - Career Pathways Portion 5.0 yrs \$15,000 | | | - | | - | | - | | |

| | | | | | | | | | | | | | | | |
|---------------------------|----|---|----|---|----|---|----|---|----|-----------|----|-----------|----|---|-----------|
| TOTAL H1BP GRANT EXPENSES | \$ | - | \$ | - | \$ | - | \$ | - | \$ | 1,559,817 | \$ | 1,559,817 | \$ | - | 1,816,606 |
|---------------------------|----|---|----|---|----|---|----|---|----|-----------|----|-----------|----|---|-----------|

| | | | | | | | | | | | | | | | |
|----------------------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|------------|--|--|------------|
| TOTAL WCCNM EXPENSES | \$ | 5,218,034 | \$ | 2,171,428 | \$ | 2,123,853 | \$ | 1,094,012 | \$ | 3,107,116 | \$ | 13,714,442 | | | 15,163,518 |
| | | - | | - | | - | | - | | - | | - | | | |

Stacy Sacco - WCCNM Chair

Full Board Meeting 08-18-25

Dewey V. Cave, MRCOG Executive Director

WORKFORCE CONNECTION OF CENTRAL NEW MEXICO

PY25 BAR # 1 PROGRAM YEAR 7-1-25 to 6-30-26

8-17-25 Full Board Meeting

| | PREVIOUS BUDGET PY25 Prelim | BUDGET ADJUSTMENT BAR # 1 | REVISED BUDGET PY25 |
|--|-----------------------------------|---------------------------------|---------------------------|
| 1 Adult/ Dislocated Service Provider SER & MRCOG | | | |
| Service Provider - Adult | \$ 1,262,476 | \$ (5,181) | \$ 1,257,295 |
| Service Provider - Disl Wkr | 650,367 | (2,669) | 647,698 |
| Service Provider - NEG | - | - | - |
| Service Provider - Admin | - | - | - |
| Subtotal | \$ 1,912,843 | \$ (7,850) | \$ 1,904,993 |
| 2 Adult/Dislocated Wkr Client Services | | | |
| Participant Services - Adult | \$ 3,081,855 | \$ (186,640) | \$ 2,895,215 |
| Participant Services - Disl Wkr | 659,270 | \$ 429,517 | 1,088,787 |
| Participant Services - Adult Workpersons Comp | 1,200 | 3,032 | 4,232 |
| Participant Services - Disl Wkr Workpersons Comp | 1,000 | (253) | 747 |
| Participant Services - Adult Support Services | 55,000 | - | 55,000 |
| Participant Services - Disl Wkr Support Services | 5,500 | - | 5,500 |
| Subtotal | \$ 3,803,825 | \$ 245,657 | \$ 4,049,481 |
| 3 Youth Service Provider | | | |
| Service Provider - Youth | \$ 1,128,240 | \$ - | \$ 1,128,240 |
| Subtotal | \$ 1,128,240 | \$ - | \$ 1,128,240 |
| 4 Youth Client Services | | | |
| Participant Services - Youth Work Exp YDI | 429,387 | (4,617) | 424,770 |
| Participant Services - YDI Transportation | 28,000 | - | 28,000 |
| Participant Services - Youth ITA's -MRCOG | 298,457 | (11,465) | 286,992 |
| Participant Services - Youth Supportive Services | 20,000 | 5,000 | 25,000 |
| Subtotal | \$ 775,844 | \$ (11,082) | \$ 764,762 |
| 5 Business & Career Center Facility Operation | | | |
| Business & Career Center Operation - Adult | \$ 520,000 | \$ 2,000 | \$ 522,000 |
| Business & Career Center Operation - Disl Wkr | 125,000 | (3,000) | 122,000 |
| Business & Career Center Operation - Youth | 300,000 | 28,000 | 328,000 |
| Business & Career Center Operation - Admin | - | 7,500 | 7,500 |
| Subtotal | \$ 945,000 | \$ 34,500 | \$ 979,500 |
| 6 Business & Career Center Facility Reimbursement | | | |
| Business & Career Center Operation - Adult | \$ (360,000) | \$ (70,000) | \$ (430,000) |
| Business & Career Center Operation - Disl Wkr | (85,000) | (14,175) | (99,175) |
| Business & Career Center Operation - Youth | (200,000) | (35,000) | (235,000) |
| Business & Career Center Operation - Admin | - | (25,696) | (25,696) |
| Subtotal | \$ (645,000) | \$ (144,871) | \$ (789,871) |
| 7 Business & Career Center MRCOG - Operator | | | |
| Business & Career Center Operation - Adult | \$ - | \$ - | \$ - |
| Business & Career Center Operation - Disl Wkr | - | - | - |
| Business & Career Center Operation - Youth | - | - | - |
| Business & Career Center Operation - Admin | 220,298 | (22,925) | 197,373 |
| Subtotal | \$ 220,298 | \$ (22,925) | \$ 197,373 |
| 8 Business & Career Center MRCOG - Operations Staff | | | |
| Business & Career Center Operation - Adult | \$ 207,400 | \$ - | \$ 207,400 |
| Business & Career Center Operation - Disl Wkr | 105,400 | - | 105,400 |
| Business & Career Center Operation - Youth | 27,200 | - | 27,200 |
| Business & Career Center Apprenticeship Project NMDWS | 180,000 | - | 180,000 |
| Business & Career Center Operation - Improvements | - | - | - |
| Subtotal | \$ 520,000 | \$ - | \$ 520,000 |
| 9 Professional Services - AE/FA MRCOG Staff | | | |
| AE/FA - MRCOG - Adult | \$ 116,891 | \$ (10,000) | \$ 106,891 |
| AE/FA BCC Operator - MRCOG - DW | 110,471 | (10,000) | 100,471 |
| AE/FA BCC Operator - MRCOG - Youth | 40,650 | (5,000) | 35,650 |
| AE/FA BCC Operator - MRCOG - Admin | 709,010 | 25,000 | 734,010 |
| Subtotal | \$ 977,022 | \$ - | \$ 977,022 |
| 10 Professional Services | | | |
| Program Support/Board Expense - Admin | \$ 20,000 | \$ - | \$ 20,000 |
| Contract Services - Admin | - | 75,825 | 75,825 |
| Legal Services - Admin | 15,000 | 5,000 | 20,000 |
| Audit Services - Admin | 65,000 | - | 65,000 |
| Contingency - SS TTW | - | - | - |
| Contingency - Sale of Lease | 278,687 | 930 | 279,617 |
| Contingency - Admin | - | - | - |
| Subtotal | \$ 378,687 | \$ 81,755 | \$ 460,442 |
| 11 2nd year Monies - Planned Carryin | | | |
| Client Training Dollars - Adult | \$ 600,000 | \$ - | \$ 600,000 |
| Client Training Dollars - DW | 200,000 | - | 200,000 |
| Client Training Dollars - Youth | 75,000 | - | 75,000 |
| Client Training Dollars - Admin | - | - | - |
| Subtotal | \$ 875,000 | \$ - | \$ 875,000 |
| 12 Total WIOA | \$ 10,891,759 | \$ 175,184 | \$ 11,066,941 |
| 13 USDOL CHANCES GRANT | | | |
| Client Services Dollars | \$ 391,959 | \$ (53,825) | \$ 338,134 |
| Contracted Services - Sub Recipients | 542,648 | 97,811 | 640,459 |
| MRCOG Administrative Services | 121,278 | (40,822) | 80,456 |
| Audit Service - Chances Portion | 30,000 | (1,366) | 28,634 |
| 14 Total Chances Grant | \$ 1,085,885 | \$ 1,798 | \$ 1,087,683 |
| 15 USDOL CAREER PATHWAYS GRANT - H1BP | | | |
| Client Services Dollars | \$ 542,849 | \$ (327,037) | \$ 215,812 |
| Contracted Services - Sub Recipients | - | 389,700 | 389,700 |
| MRCOG Administrative Services | 1,022,267 | (67,962) | 954,305 |
| Audit Service - Chances Portion | - | - | - |
| 16 Total Career Pathways Grant | \$ 1,565,116 | \$ (5,299) | \$ 1,559,817 |
| 17 Total WCCNM | \$ 13,542,760 | \$ 171,683 | \$ 13,714,442 |

Stacy Sacco - WCCNM Chair

Dewey V. Cave, MRCOG Executive Director



Operations Report

July 31, 2025



Workforce Connection of Central New Mexico WORKFORCE BRIEFING

Explore the full dashboard
for more insights



Chair Comments

FREE YOUTH CAREER SERVICES

Do you know a young person (from 16 to 24 years old) who is looking for a job, needs money for school, or wants to learn new in-demand skills in order to be more competitive in the job market? Answers to those questions, and more, can be found at America's Job Center. Encourage your young family member or friend to stop by one of America Job Center's four Central Region locations (that are conveniently located in Albuquerque, Los Lunas, Moriarty and Rio Rancho) and ask for a Youth Career Development Specialist. The Specialist can help them assess their work skills, apply for jobs, prepare for interviews (including writing a resume and expanding their computer skills), obtain and fund their education whether a college degree, certificate, credential, or paid on-the-job training. America's Job Center offices are open Monday through Friday, 8:00 am to 5:00 pm and no appointment is necessary. Youth Career Services are free and the staff are always super excited to help their clients start their career journey and find a job that matches their talents and interests. For more information, visit www.wccnm.org.

Upcoming Events

Date

| | |
|--|-----------|
| Mariachi Spectacular de Albuquerque | 7/12/2025 |
| Boss Women Network Business & Brunch | 7/13/2025 |
| Powering a Future-Ready Workforce with Labor Market Data: A Vision Partner Conversation with Lightcast | 7/15/2025 |
| Route 66 Summerfest | 7/19/2025 |
| Finance and Business Networking Elevating Your Potential | 7/23/2025 |
| Westside Summerfest | 8/2/2025 |
| Business of the Borderplex 2.0 | 8/21/2025 |
| Apprenticeship Virtual Session | 8/29/2025 |
| 2025 Best Places to Work Awards | 8/7/2025 |

Partner Updates

The Albuquerque AJC office hosted two successful hiring events, each drawing over 160 jobseekers and featuring more than 20 participating employers. On July 17th, the Rio Rancho AJC held a career fair at the Loma Colorado Library, attracting over 50 jobseekers and 15 employers. Staff also participated in the annual Senator Michael Padilla Career Fair at Rio Grande High School, where they engaged with more than 200 jobseekers who visited the AJC information table.

In addition, AJC staff have been invited to join a new initiative at Roadrunner Food Bank. This partnership allows us to connect with clients during food distributions, offering information about our workforce services, assisting with registrations, and sharing regional resources. This event takes place every Thursday.

Our ongoing collaboration with the City of Albuquerque continues to thrive through regularly hosted info sessions at the Albuquerque AJC. In these sessions, the City's HR team provides guidance to jobseekers on the application process, helping them navigate the system and avoid resume rejections.

Economic Overview

New Mexico's seasonally adjusted unemployment rate remained steady at 4.2% in June 2025—unchanged from both May 2025 and June 2024, slightly above the national rate of 4.1%. The state added approximately 23,500 nonagricultural jobs over the year (a 2.7% increase), including 21,000 private-sector gains (3.0%) and 2,500 public-sector new jobs (1.3%). Goods-producing industries saw strong growth: construction up 15.3% (+8,200 jobs), mining +5.1% (+1,200), manufacturing +3.9% (+1,100). Service-providing sectors expanded too—health care and social assistance led with +6,700 jobs (5.3%), while professional & business services grew +2,600 jobs (2.1%) and financial activities added +2,100 jobs (5.9%). Trade, transportation & utilities employment edged down slightly. Public sector increases were concentrated in state and local government education.

BUSINESS SERVICES:

4,053

Total number of
Distinct Individuals
Receiving Services

1,159

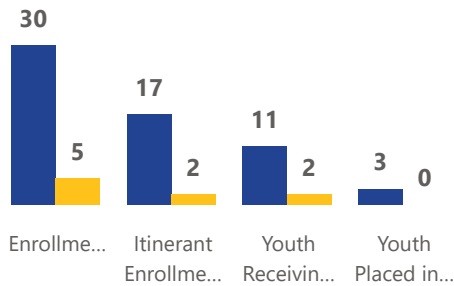
new clients were
registered in the
NMWC online
system

21,445

Total number of
services provided
to individuals

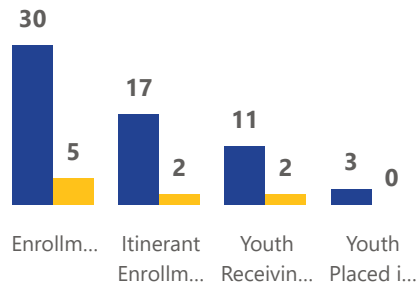
Total monthly by PY

PY ● PY 24 ● PY 25



Cumulative by PY

PY ● PY 24 ● PY 25

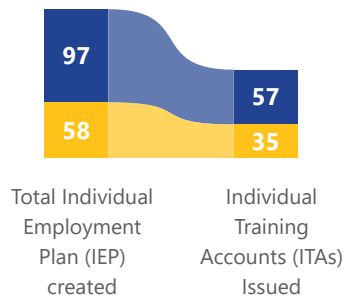


YOUTH TRAINING PROGRAM

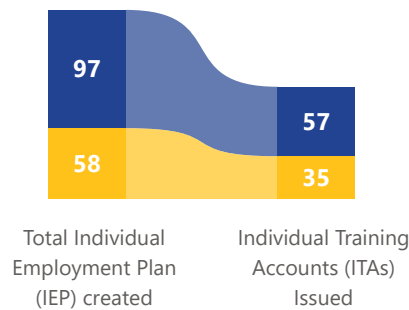
In July 2025, the Youth Training Program maintained a caseload of 394. The left graph compares June 2025 data with the same month in PY 23, while the right graph shows cumulative figures. The Youth Program filled key positions in Torrance County and quality assurance, actively recruited in Bernalillo County, engaged in extensive outreach events, introduced new reporting formats, and enhanced program effectiveness through comprehensive annual training and virtual career exploration tools.

[Click here to explore our success stories](#)

Total monthly by PY



Cumulative by PY

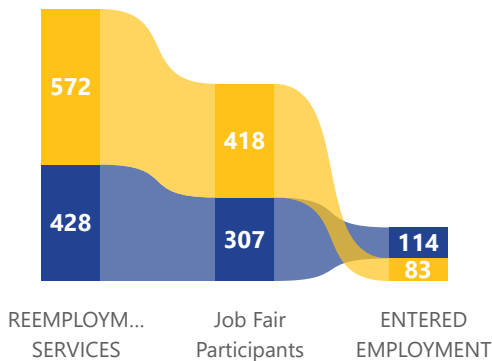


ADULT AND DISLOCATED WORKER TRAINING PROGRAM

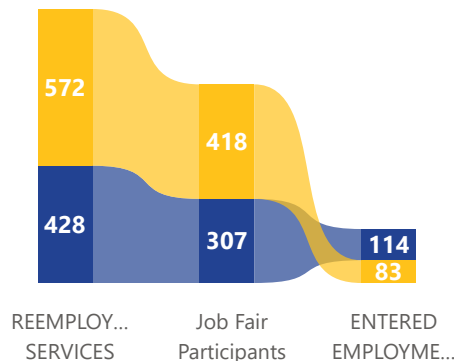
The graphs display total program participants, and ITA (Individual Training Account) enrollments. The left graph compares July 2025 with the same month in the previous program year (PY 24). The right graph shows cumulative data from July against the cumulative data for the previous program year (PY 24).

[Click here to explore our success stories](#)

Total monthly by PY



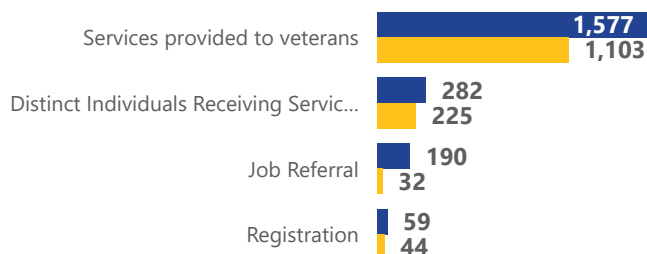
Cumulative by PY



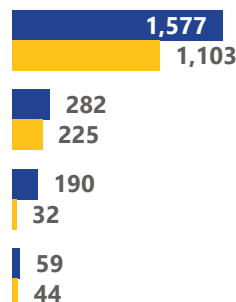
EMPLOYMENT AND CAREER SERVICES

The graphs depict participant engagement in various job seeker services, including UI Reemployment services, job fair participants, and successful employment entries. The left graph compares July 2025 with the same month in the previous program year, while the right graph illustrates cumulative data from July against the previous program year (PY 24).

Total monthly by PY



Cumulative by PY

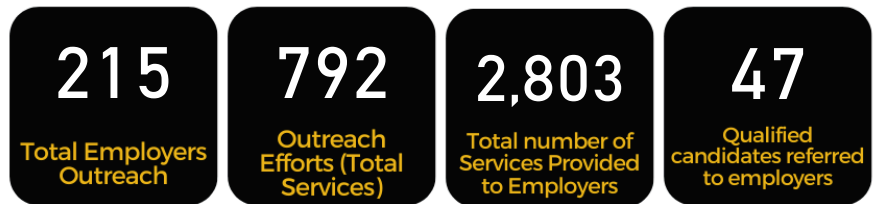


VETERANS SERVICES

The graphs illustrate comprehensive veteran services, including the total services provided, the number of veterans receiving services, registered veterans, and internally referred veterans. The left graph compares July 2025 with the same month in the previous program year, while the right graph illustrates cumulative data from July against the previous program year (PY 24).

BUSINESS SERVICES:

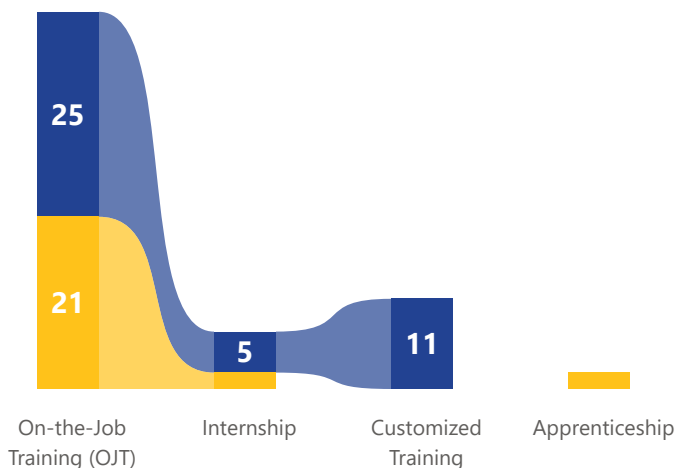
The business team from Training programs and Career Services reached out to 215 employers in July **2025**, offering a total of 792 services, including promotional calls, on-site visits, and job fair services. Additionally, 47 qualified candidates were referred to these employers. In total, 2,803 services were provided to employers through the Career services and Training programs.



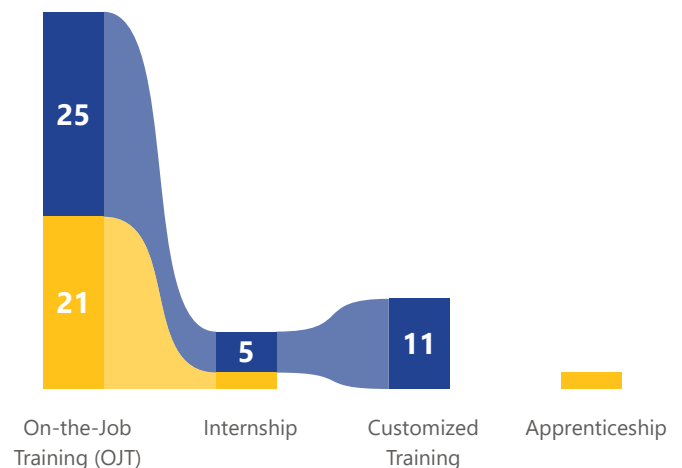
ADULT AND DISLOCATED WORKER TRAINING PROGRAM

The graphs illustrate the total services provided to businesses. The left graph compares **July 2025** with the same month in the previous program year **PY 24**. The right graph shows cumulative data for **July 2025** against the cumulative data for the previous program year **PY 24**.

Total monthly by PY



Cumulative by PY



July 2025 Marketing & Outreach Report

Key Marketing & Outreach Projects for Continuous Quality Improvement

- Social media content production centered on promoting work-from-home career opportunities with Ttech, promotion for the on-site City of Albuquerque Recruitment Sessions, a YDI Youth Career Services video (featuring the first Avatar used on Instagram), recruitment posts for our Valencia and Bernalillo County open CDS positions, two custom videos featuring Sandoval County jobs and employers, and a video of the hanging of the new AJC Albuquerque sign/rebranding.
- Designed and published a 9-page Quiz to guide dislocated workers through process of answering questions to see if they qualify for the program. Created social media assets from this quiz and posted to 4 social media channels.
- Trained Operations Manager in social media content posting and accessing all social channels with new passwords and account login (documentation provided) by installing social apps on the Ops Manager phone.
- Drove pre-registrations to the City of Albuquerque Info Session pre-registration form by creating multiple posts and outreach via LinkedIn, Instagram, X, and Facebook.
- Performed outreach with dozens of business and partner accounts on social to promote multiple hiring events using Facebook Groups, LinkedIn, and Instagram tags, comments, shares, and cross-posting.
- Added new Instagram "highlights" with up-to-date content/categories.

| | | |
|--|------------------|-------------|
| | 2101 Follower | 39 Posts |
| | 4962 Follower | 44 Posts |
| | 787 Follower | 15 Posts |
| | 753 Follower | 3 Posts |
| | 505 Follower | 7 Tweets |
| | 213 Follower | 1 Videos |
| | 40 Follower | 6 Posts |

ADMINISTRATION

| | |
|---|--|
| Local Board Meeting(s) | Chief Elected Officials Board Meeting |
| Date: 4/21/25 | Date: No meeting 4 th quarter |
| Time: 1:30 pm | Time: |
| | |
| Date: 6/16/25 | Public Notice Published |
| Time: 1:30 pm | Date: |
| | |
| Public Notice(s) Published | Agenda Posted Date |
| Date: 4/11/25 | Date: |
| Date: 6/6/25 | |
| | Quorum Met |
| Agenda Posted | YES/NO: |
| Date: 4/14/25 | |
| Date: 6/9/25 | Draft Meeting Minutes Published |
| | Date: |
| Quorum Met | |
| YES/NO: Yes | Approved Meeting Minutes Published |
| YES/NO: Yes | Date: |
| | |
| Draft Meeting Minutes Published | |
| Date: 5/1/25 | |
| Date: 6/26/25 | |
| | |
| Approved Meeting Minutes Published | |
| Date: 6/16/25 | |
| Date: Next meeting 8/18/25 | |

Continuing Education Credits

| | | |
|-----------------------------|----------------|--------------|
| | Hours Required | Actual Hours |
| Administrative Entity Staff | | 13 |
| Fiscal Agent Staff | | 9.5 |
| One Stop Operator Staff | | 21.5 |
| Board Members | | |

WCCNM PY24 Q4 Performance

| | Adult | Dislocated Worker | Youth |
|--------------------------------|-------|-------------------|-------|
| Enrolled | 72 | 24 | 23 |
| Exited | 21 | 2 | 0 |
| Carry Over | 269 | 72 | 172 |
| Served (Enrolled + Carry Over) | 341 | 96 | 195 |

Data extracted from FutureWorks 8/5/2025

| | Participants Served | | |
|--|---------------------|-------------------|-------|
| | Adult | Dislocated Worker | Youth |
| Eligible Veterans | 15 | 4 | 0 |
| Individuals with a Disability | 10 | 0 | 33 |
| Displaced homemakers | 0 | 8 | 0 |
| Low-income individuals | 218 | 47 | 186 |
| Older individuals | 12 | 11 | 0 |
| Ex-offenders | 22 | 3 | 15 |
| Homeless individuals or runaway youth | 6 | 0 | 6 |
| Current or former foster care youth | 0 | 0 | 1 |
| English language learners, individuals with low levels of literacy or facing substantial cultural barriers | 190 | 43 | 189 |
| 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) | 42 | 10 | 1 |
| Long-term unemployed (27 or more consecutive weeks) | 19 | 12 | 0 |

Data extracted from FutureWorks 8/5/2025

| | Title I | Title II | Title III | Title IV |
|--------------------------------|---------|----------|-----------|----------|
| Enrolled | 119 | | 2654 | |
| Exited | 23 | | 383 | |
| Carry Over | 96 | | 360 | |
| Served (Enrolled + Carry Over) | 215 | | 2855 | |

Data extracted from FutureWorks 8/12/2025

Data gathered from Title IV-DVR

Data gathered from Title II-HED

| | Adult | | | |
|---|--------------|------------|---------|--------------------|
| | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 180/212 | 84.91% | 80.00% | 106.13% | Exceeds |
| Median Wages in Q2: | \$12,089.02 | \$9200 | 102.49% | Exceeds |
| Employed in Q4 Rate: 107/133 | 80.45% | 78.5% | 102.49% | Exceeds |
| Credential Attainment Rate: 57/71 | 80.28% | 70.00% | 114.69% | Exceeds |
| Measurable Skills Gains Rate: 201/308 | 65.26 | 75.00% | 87.01% | Failed |
| Adult Participation Threshold: 341/670 | 341 | 670 | 50.89% | Failed |

Data extracted from FutureWorks 8/5/2025

| | Dislocated Worker | | | |
|--|--------------------------|------------|---------|--------------------|
| | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 26/28 | 92.86% | 73.50% | 126.34% | Exceeds |
| Median Wages in Q2: | \$10,512.47 | \$8500.00 | 123.68% | Exceeds |
| Employed in Q4 Rate: 26/35 | 74.29% | 72.00% | 103.17 | Exceeds |
| Credential Attainment Rate: 23/30 | 76.67% | 69.00% | 111.11% | Exceeds |
| Measurable Skills Gains Rate: 51/93 | 54.84% | 74.00% | 74.11% | Failed |
| DW Participation Threshold: 96/200 | 96 | 200 | 48% | Failed |

Data extracted from FutureWorks 8/5/2025

| | Youth | | | |
|---|--------------|------------|---------|--------------------|
| | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 132/174 | 75.86% | 70.00% | 108.37% | Exceeds |
| Median Wages in Q2: | \$6,253.59 | \$4855.00 | 128.81% | Exceeds |
| Employed in Q4 Rate: 19/29 | 65.52% | 69% | 94.95% | Meets |
| Credential Attainment Rate: 11/16 | 68.75% | 50.25% | 136.82% | Exceeds |
| Measurable Skills Gains Rate: 46/105 | 43.81% | 54.00% | 81.13% | Failed |
| Youth Participation Threshold: 195/619 | 195 | 619 | 31.50% | Failed |

Data extracted from FutureWorks 8/5/2025

| | Title III- WP | | | |
|-----------------------------------|---------------|------------|---------|--------------------|
| | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 1237/1823 | 67.86% | 63.00% | 107.71% | Exceeds |
| Median Wages in Q2: | \$8,467.50 | \$7,170.99 | 118.10% | Exceeds |
| Employed in Q4 Rate: 994/1496 | 66.44% | 63.00% | 105.47% | Exceeds |

Data extracted from FutureWorks 8/5/2025

Future Works- PY2024 –Annual Report

ETA Federal Report 9169

(July 1, 2024 -June 30, 2025)

| | Adult | | | |
|---|-------------|------------|--------|--------------------|
| Indicator - Numerator/Denominator | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 506/603 | 83.91% | 80.00% | 104.8% | Exceeds |
| Employed in Q4 Rate: 485/591 | 82.06% | 78.5% | 104.5% | Exceeds |
| Median Wages in PY24: | \$10,837.10 | \$9,200 | 117.7% | Exceeds |
| Credential Attainment Rate: 302/385 | 78.44% | 70% | 112% | Exceeds |
| Measurable Skills Gains Rate: 506/656 | 77.13% | 75% | 102.8% | Exceeds |
| Adult Participation Threshold: 701/670 | 701 | 670 | 104.6% | Meets |

Extracted from FutureWorks 8/11/2025

| | Dislocated Worker | | | |
|--------------------------------------|-------------------|------------|--------|--------------------|
| Indicator - Numerator/Denominator | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 96/118 | 81.36% | 73.50% | 110.6% | Exceeds |
| Employed in Q4 Rate: 113/145 | 77.93% | 72.00% | 108.2% | Exceeds |
| Median Wages in PY24: | \$12,481.87 | \$8,500 | 146.8% | Exceeds |

| | | | | |
|--|--------|--------|--------|---------|
| Credential Attainment Rate: 88/121 | 72.73% | 69.00% | 105.4% | Exceeds |
| Measurable Skills Gains Rate: 109/163 | 66.87% | 74.00% | 90.3% | Meets |
| DW Participation Threshold: 167/200 | 167 | 200 | 83.5% | Fail |

Extracted from FutureWorks 8/11/2025

PY2023 –Annual Report (Continued)
ETA Federal Report 9169
(April 1, 2024-June 30, 2024)

| | Youth | | | |
|---|-----------|------------|---------|--------------------|
| Indicator - Numerator/Denominator | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 232/296 | 78.38% | 70.00% | 111.9% | Exceeds |
| Employed in Q4 Rate: 244/298 | 81.88% | 69.00% | 118.6% | Exceeds |
| Median Wages in PY24: | \$6253.59 | \$4,855.00 | 128.8% | Exceeds |
| Credential Attainment Rate: 117/183 | 63.93% | 50.25% | 127.23% | Exceeds |
| Measurable Skills Gains Rate: 115/186 | 61.83% | 54.00% | 114.5% | Exceeds |
| Youth Participation Threshold: 318/619 | 318 | 619 | 51.3% | Fail |

Extracted from FutureWorks 8/11/2025

| | Title III - WP | | | |
|--------------------------------------|----------------|------------|--------|--------------------|
| Indicator - Numerator/Denominator | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 4103/6308 | 65.04% | 63.00% | 103% | Exceeds |
| Employed in Q4 Rate: 3313/5070 | 66.77% | 63.00% | 105.9% | Exceeds |
| Median Wages in PY24: | \$8,176.29 | \$7,170.00 | 114% | Exceeds |

Extracted from FutureWorks 8/11/2025

NMJOBS-PY2024 –Annual Report**ETA Federal Report 9169**
(July 1, 2024 -June 30, 2025)

| | Adult | | | |
|---|--------------|------------|---------|--------------------|
| Indicator - Numerator/Denominator | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 505/602 | 83.89% | 80.00% | 104.8% | Exceeds |
| Employed in Q4 Rate: 481/587 | 81.94% | 78.5% | 104.38% | Exceeds |
| Median Wages in PY24: | \$10,809.32 | \$9,200 | 117.49% | Exceeds |
| Credential Attainment Rate: 299/381 | 78.48% | 70% | 112% | Exceeds |
| Measurable Skills Gains Rate: 511/654 | 78.13% | 75% | 104% | Exceeds |
| Adult Participation Threshold: 697/670 | 697 | 670 | 104% | Exceeds |

Extracted from NMJOBS 8/11/2025

| | Dislocated Worker | | | |
|--|--------------------------|------------|-------|--------------------|
| Indicator - Numerator/Denominator | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 96/118 | 81.36% | 73.50% | 110% | Exceeds |
| Employed in Q4 Rate: 113/145 | 77.93% | 72.00% | 108% | Exceeds |
| Median Wages in PY24: | \$12,481.87 | \$8,500 | 146% | Exceeds |
| Credential Attainment Rate: 88/121 | 72.73% | 69.00% | 105% | Exceeds |
| Measurable Skills Gains Rate: 110/163 | 67.48% | 74.00% | 91% | Meets |
| DW Participation Threshold: 167/200 | 167 | 200 | 83.5% | Fail |

Extracted from NMJOBS Annual Federal Report: 9169 on 8/11/2025

PY2023 –Annual Report (Continued)
ETA Federal Report 9169
 (April 1, 2024-June 30, 2024)

| | Youth | | | |
|--|-----------|------------|-------|--------------------|
| Indicator - Numerator/Denominator | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 232/296 | 78.38% | 70.00% | 112% | Exceeds |
| Employed in Q4 Rate: Median Wages in Q2: 244/298 | 81.88% | 69.00% | 118% | Exceeds |
| Median Wages in PY24: | \$6253.59 | \$4,855.00 | 128% | Exceeds |
| Credential Attainment Rate: 117/183 | 63.93% | 50.25% | 127% | Exceeds |
| Measurable Skills Gains Rate: 118/186 | 63.44% | 54.00% | 117% | Exceeds |
| Youth Participation Threshold: 318/619 | 318 | 619 | 51.3% | Fail |

Extracted from NMJOBS Annual Federal Report: 9169 on 8/11/2025

| | Title III - WP | | | |
|--------------------------------------|----------------|------------|--------|--------------------|
| Indicator - Numerator/Denominator | Actual | Negotiated | % Met | Meet/Exceed/Failed |
| Employed in Q2 Rate: 4103/6308 | 65.04% | 63.00% | 103% | Exceeds |
| Employed in Q4 Rate: 3313/5070 | 66.77% | 63.00% | 105.9% | Exceeds |
| Median Wages in PY24: | \$8,176.29 | \$7,170.00 | 114% | Exceeds |

Extracted from NMJOBS Annual Federal Report: 9169 on 08/11/2025.

WCCNM PY24 4th Quarter

SECTOR STRATEGIES

WCCNM continues to advance its sector strategies initiatives throughout the region through the DOL H-1B Building Pathways to infrastructure jobs grant program. This program is focusing on three major sectors, broadband, renewable energy and transportation along with using public-private partnerships to develop, implement and scale worker centered sector strategy training programs that are critical to meeting the goals of the Bipartisan Infrastructure Law.

As of the end of Program year 2024, 71 participants have been co-enrolled in the H-1B grant through the WIOA Adult and Dislocated Worker programs. Additional work has been done to certain elements of NMJOBS formerly known as WCOS has been done to help with capturing the correct data required for reporting and performance for the grant.

Throughout the program year, there has been a consistent demand for short-term credential, particularly in Commercial Driver's License (CDL) training, which aligns with the transportation sector. Additionally, the region continues to see a high number of individuals receiving healthcare related training. Along with that in the region we have continuously seen a lot of healthcare. Efforts are underway to shift the focus towards other in-demand sectors in the state, specifically broadband and infrastructure.

WCCNM established the Sector Advisory council that will play a key role in guiding the development of sector strategies. The first scheduled meeting at the beginning of the new program year and will serve as a platform to communicate regional workforce developments and progress under the H-1B grant.

H1-B Grant team remains engaged with existing workforce partners, working to strengthen relationships, foster collaboration and attempting to break down long existing silos across the workforce system. WCCNM has initiated collaboration with NMDWS State apprenticeship expansion grant (SAEF2) team, which is also focusing on clean energy and infrastructure sectors. CNM, as one of the grant subrecipient has also been involved in this process and are currently working on developing a process to enroll their students with the grant through CNMI in electrical vehicle and line worker training.

Additionally, we have begun participating in the statewide sector strategies workgroup which is focused on aligning sector strategy efforts across the state. In connection we are also contributing to the planning of the New Mexico Workforce conference that will happen in October that will hold the sector strategy convening for the Central Region and participating in the statewide sector strategies workgroup which is focused on aligning sector strategy efforts across the state.

WIOA Adult & Dislocated Worker

Outreach Activities:

Outreach is a vital component of a successful workforce development program, fostering strong partnerships that enable the delivery of collaborative, wrap-around services to individuals in need. The Central Region Team remains committed to continuous outreach and engagement with programs throughout the region to ensure comprehensive support for both businesses and job seekers. These efforts aim to promote long-term success through connection, coordination, and resource sharing.

Below are highlights of some of the many outreach activities conducted on a monthly basis:

- **Partnership for a Healthier Torrance County (PHTC):** The organizational goal of PHTC is to improve the quality of daily living for all Torrance County residents through shared services, collaboration, and the enhancement of health and social service programs. At a recent committee meeting, our team presented the services offered by America's Job Center (AJC), highlighting how these services can support and enhance PHTC's strategic goals. Key stakeholders in attendance included representatives from Juvenile Probation, Estancia Valley Youth & Family Council, the Department of Health, various local healthcare providers, and local municipal governments.

The event fostered valuable connections and identified opportunities for cross-agency collaboration in support of community health and well-being.

- **Road Runner Food Bank:** Staff met with representatives from Roadrunner Food Bank and partner organizations including DVR, JAG-NM, and Job Corps to address potential food insecurity issues among displaced Job Corps students. Discussions also included the possibility of Roadrunner Food Bank hosting a few students through an On-the-Job Training (OJT) program.
- **Spring Career Expo with APS Transitional Services:** In partnership with APS Transitional Services, staff participated in the Spring Career Expo. APS Transitional Services supports students aged 18–22 who have completed high school requirements but continue to need assistance with employment, post-secondary education/training, independent living, and community integration. During the event, the team presented information about AJC services and actively engaged with students and parents to discuss available employment and training opportunities.
- **Kirtland AFB Monthly Hiring Fair:** This is a recurring event open to individuals with base access, providing opportunities to connect with a wide range of employers, including federal, federal contractors, state, local, and national

agencies. The event is free for both job seekers and employers and typically features over 40 participating organizations. During the event, our team engaged with attendees who were unfamiliar with AJC services, sharing information about available employment and training resources, and exploring collaborative opportunities to support individuals transitioning back into the community.

Rapid Response/lay-off assistance:

- The Central Region's WIOA Adult/Dislocated Worker (DW) Team conducted four official Rapid Response sessions to assist employees affected by recent business closures. One session, while not an "official" Rapid Response, was attended by our Team who worked to ease the concerns of workers affected by temporary Job Corp layoffs (now pending legal battles). All efforts were aimed at providing immediate support, information, and direction to workers facing layoffs, helping ease their transition, allay their concerns and connect them with available workforce services. The following sessions were held with local employers:
 - Joann Fabrics – 2 sessions and 2 separate locations in the Albuquerque area
 - US Cotton – 2 separate sessions were provided in both English and Spanish.

These events reflect the team's ongoing commitment to engaging with the community and ensuring impacted individuals are informed about employment resources, training opportunities, and support services available through the WIOA program.

Employer Recruitment and Assistance –

The Central Region's WIOA Adult/Dislocated Worker (DW) Team is dedicated to identifying and engaging with new and emerging employers that provide quality employment opportunities. These opportunities are defined by long-term stability, pathways for career advancement, and self-sufficient wages. Through ongoing employer outreach and relationship-building, the team works to connect job seekers with sustainable career options that support individual and community economic growth.

BDA Architecture, BDA Architecture, a firm specializing exclusively in the planning, design, and construction of animal care facilities, was contacted by a WIOA Business Consultant regarding a potential internship opportunity for a candidate identified during a recent career fair. The candidate's resume, along with detailed information about the WIOA program, was provided to support BDA in evaluating their potential participation as a host agency.

Future Workforce Development – WIOA is working to establish a collaborative

relationship with BDA Architecture to arrange an internship placement for a qualified candidate. This opportunity would provide the candidate with valuable, hands-on experience in a specialized architectural environment, supporting both their individual career development and the broader workforce needs of the industry. In addition, this partnership aims to lay the foundation for ongoing collaboration, creating future opportunities for employer engagement and workforce assistance.

Albuquerque Underground (AUI) – AUI, Inc. is a 100% New Mexico-owned and operated corporation with over 42 years of experience in heavy civil construction across the Southwest. Founded in 1981, AUI has grown to become New Mexico's largest multi-disciplined and diversified heavy-civil contractor. Staff met with HR Manager Michelle to discuss AUI's current workforce needs. The company expressed interest in AJC services, including potential internships for current office openings, and is open to building a long-term partnership to support workforce development initiatives.

Future Workforce Development - The company expressed interest in AJC services, including potential internships for current office openings, and is open to building a long-term partnership to support workforce development initiatives.

Great Dane Electric – Great Dane Electric is a certified electrical service provider based in Albuquerque, New Mexico, specializing in electrical solutions for military bases, commercial businesses, and residential properties. Our team met with a local representative regarding an Office Administrator position recently advertised by the company. We have identified a strong candidate who appears to be an excellent fit for the role and could potentially be placed through On-the-Job Training (OJT). The candidate's resume, along with additional program information, has been provided to Great Dane Electric for their review.

Future Workforce Development: According to the National Electrical Contractors Association, nearly 30% of union electricians are approaching retirement. This aging workforce, combined with declining interest among younger generations in the trades, has created a growing demand within the industry. This partnership presents a valuable, ongoing opportunity to collaborate with the employer in the construction sector by providing training assistance through internships, apprenticeships, and On-the-Job Training (OJT) programs to help meet their evolving workforce needs.

JCE Inc. – is a premier minority-owned electrical contractor and specialty construction company, providing industrial, commercial, and federal government construction and technical support services. This company has expressed interest in hiring an electrical apprentice as well as office staff. Staff have reached out to JCE Inc., who is currently reviewing resumes submitted for consideration. JCE Inc. is interested in proceeding with WIOA services to support filling these positions.

Future Workforce Development: This partnership continues to offer a valuable opportunity for ongoing collaboration with the employer in the construction sector. By providing training assistance through internships, apprenticeships, and On-the-Job Training (OJT) programs, we can help address their workforce needs while supporting the development of skilled talent for the industry.

- **New Mexico Trade Alliance** – Staff met with representatives from the New Mexico Trade Alliance, the state’s premier trade organization dedicated to international business and foreign relations. The organization expressed interest in utilizing the Work Experience Internship Program, presenting an excellent opportunity for collaboration and participant placement within globally connected industries.

Future Workforce Development: Workforce shortages in the trades industry, driven largely by an aging workforce, pose a significant challenge to maintaining the availability and quality of essential services across our state and local communities. As seasoned professionals retire, the demand for skilled tradespeople such as electricians, plumbers, HVAC technicians, welders, and others continues to outpace the number of new workers entering the field. To address this growing gap, it is crucial to establish strong, collaborative partnerships with businesses and industry leaders. These partnerships can help shape responsive training programs, expand apprenticeship opportunities, and create clear career pathways that attract and retain new talent. By aligning educational institutions, workforce agencies, and trade employers, we can begin to build a sustainable pipeline of skilled professionals ready to meet the demands of tomorrow’s workforce.

- In April, the WIOA team conducted preliminary meetings with a diverse group of employers across Priority Tier 2 Industries, initiating important conversations that lay the groundwork for future collaboration and strategic partnerships. These outreach efforts are designed to expand opportunities for program participants and strengthen workforce connections within high demand, growing sectors.
1) Two Brothers Auto Detailing, 2) Turtle Mountain Brewery North, 3) Lily & Liam Bistro, 4) Albertson’s Market, 5) Adelle’s Boho Bags, 6) Torrance County Government, 7) Estancia Valley Solid Waste, 8) Exclusive Auto & Moto Specialties, 9) John Deere, 10) Isleta Resort & Casino, 11) Carroll Strategies Public Relations, 12) Edit House Productions LLC, 13) Los Poblanos Farms, 14) Medical & Commercial Communications, 15) Rader Awning, 16) LifeROOTS, 17) LD Supply, 18) Connected Compass, 19) Cottonwood Mall, 20) Watts Up New Mexico

Future Workforce Development: These discussions represent promising steps toward building strong employer relationships, fostering local economic growth, and identifying meaningful training and employment opportunities for WIOA participants. By continuing to engage with industry leaders and align workforce

strategies with employer needs, we are laying the foundation for a more responsive and sustainable workforce development system.

Apprenticeship/Internships/OJT:

The Central Region Team continues to engage with local employers who offer apprenticeship, internships, and employment providing support to help them grow and strengthen their workforce.

- **Oddo Financial Services** - Oddo Financial Services, a locally owned, female-led business, provides bookkeeping, consulting, and tax preparation services to clients in New Mexico and across the nation. Through a new partnership, the company has welcomed a recent University of New Mexico graduate who earned a Bachelor of Business Administration in Accounting. Despite her academic accomplishments and 20 years of honorable service in the U.S. Navy, this military veteran faced challenges finding employment due to limited real-world experience in the accounting field.

Through targeted workforce development efforts, she has now been placed into an internship at Oddo Financial Services, where she will gain hands-on experience and have the opportunity to transition into a permanent role. This placement reflects the power of employer engagement and tailored support in helping veterans and new graduates successfully enter the workforce.

- **Puzzled** – a unique local business specializing in handcrafted, heirloom-quality puzzles and games, was seeking support to expand the marketing of their one-of-a-kind products. Through the efforts of the WIOA team, the company was successfully connected with a promising University of New Mexico student in his final semester of earning a Bachelor of Arts in Film and Digital Arts. In addition to his academic background, the student also brings practical experience as an advertising representative for the university newspaper, the *UNM Daily Lobo*. Recognizing the opportunity to apply his creative and marketing skills in a real-world setting, he applied for an internship with Puzzled through the WIOA program.

Impressed by his enthusiasm and background, the company offered him the internship, and he is now preparing to help elevate the brand and expand its reach. The business owners are excited about the fresh ideas and energy he brings to this fun and distinctive enterprise.

- **X-Bow Launch Systems, Inc.** – is a leading non-traditional producer of advanced manufactured solid rocket motors and cutting-edge defense technologies. The company offers comprehensive solutions; from design and manufacturing to rigorous testing and reliable launch services and is continually seeking new talent to support its innovative operations. Recognizing this ongoing need, a WIOA Business Consultant referred Amanda, a current University of New Mexico student pursuing a Bachelor of Business Administration in Management Information Systems, with an expected graduation date of December 2026. Amanda had

recently attended a career fair at her local America's Job Center, actively seeking internship opportunities to gain hands-on experience in her field.

Impressed by her background and initiative, X-Bow Launch Systems, Inc. expressed interest and offered Amanda an internship. The company is optimistic about her potential and looks forward to the possibility of her transitioning into a permanent role following a successful internship experience.

- **Frankhouse Brothers, LLC** – Frankhouse Brothers, LLC is a locally owned electrical company providing high-quality services to Albuquerque and the surrounding communities. As a new employer partner with the WIOA program, Frankhouse Brothers recently helped create a meaningful opportunity for one of our participants through an On-the-Job Training (OJT) contract.

Devin, a 27-year-old homeless veteran, was referred to the program by the America's Job Center's Veterans Team. Having recently separated from the military in October 2024, Devin faced significant personal challenges, including unstable housing and limited work experience. With no family contact and few resources, he was seeking a hands-on career that would allow him to earn while learning a new trade.

Frankhouse Brothers, a company with a strong commitment to supporting veterans, welcomed the opportunity to bring Devin on board as an Electrician Apprentice I. Although only a few weeks into the role, Devin has shown strong enthusiasm for the work, and the employer has expressed satisfaction with his early progress. This placement not only provides Devin with a pathway toward long-term employment and stability but also highlights the power of collaboration between community partners, veterans' services, and supportive employers.

Souder Miller Engineering - a respected provider of engineering, environmental, and geomatics services in the Albuquerque area, recently partnered with the WIOA program to fill a vacancy for an entry-level engineer.

Augustin, a recent college graduate with a bachelor's degree in Environmental Science and Engineering, had returned to New Mexico after completing his studies. Despite his education and motivation, he struggled to find employment due to a lack of work history in the field. Recognizing both his potential and the value of investing in local talent, Souder Miller Engineering interviewed Augustin and was impressed by his professionalism, bilingual skills, and eagerness to learn.

Through an On-the-Job Training (OJT) contract, the company brought Augustin on board, providing him with the real-world experience and mentorship needed to launch his career in engineering.

This successful placement highlights how WIOA partnerships can bridge the gap between education and employment, especially for young professionals seeking

their first opportunity in a competitive industry.

Healthcare:

New Mexico faces several pressing healthcare challenges that directly impact both the well-being of its residents and the strength of its workforce. Approximately 25% of New Mexicans live at or below the federal poverty level, and 1 in 3 reside in rural area, factors that create significant barriers to consistent, quality healthcare access. These challenges are further exacerbated by a statewide shortage of healthcare providers, limiting the availability of preventive care, timely treatment, and critical health services. The combination of geographic, economic, and workforce-related obstacles underscores the urgent need to build a sustainable pipeline of trained, dedicated healthcare professionals to serve communities across the state.

Meeting these needs requires continued collaboration between workforce programs, training providers, and employers. These partnerships are essential not only for improving access to care but also for creating meaningful, long-term employment opportunities—particularly for individuals from underserved populations.

Real-World Impact: Success Stories from the Field

1. Triston – Medical Wellness Coordinator

Formerly employed in the automotive industry and later as a personal trainer, Triston reevaluated his career path in search of greater stability and long-term growth. With support from the WIOA program, he transitioned into healthcare through an On-the-Job Training (OJT) placement as a Medical Wellness Coordinator at Reform ABQ LLC, a provider of high-quality primary care in Albuquerque. Triston now works full-time, earning \$25 per hour, gaining valuable experience while achieving financial stability.

2. Olivia – Clinical Research Technician

Olivia, a recent University of New Mexico biology graduate with prior experience in hospitality, struggled to find career-aligned opportunities after graduation. Through a WIOA OJT placement, she secured a position as a Clinical Research Technician with Albuquerque Clinical Trials, a company conducting research across a wide range of therapeutic areas. Olivia is now employed full-time, earning \$21 per hour, and is on the path to a fulfilling career aligned with her education and interests.

WIOA Youth

During PY24's fourth quarter, the WIOA Youth Program continued its mission by serving eligible community members, with a total of 30 new enrollments. This brings the

program's total enrollments for the program year to 160. The program remains dedicated to empowering young individuals with the skills and support they need. Services included an additional 11 work experience positions, bringing the total to 70. Team members also provided 7 individual training accounts, for a total of 31 this program year. To encourage participant success, the Youth Program provided 66 incentives during the quarter for measurable skills gains and credentials earned. The program's annual total of incentives is 153 for PY24.

The Youth program prioritized sector strategies which are shown through all aspects of service delivery. This included outreach, tours, sector partnerships, and youth services. Outreach efforts were particularly strong in the fourth quarter, with 40% of the year's total activities taking place during this period. The team conducted 122 outreach activities in the quarter, contributing to a program year total of 305. The program's outreach efforts are focused on sharing information about WIOA and American Job Center services, while also providing valuable skills like financial literacy, pre-employment training, resume preparation and labor market research. Team members in Valencia County often visit local high schools to provide the mentioned activities and assisted with resume writing at the New Mexico Boys and Girls Ranch in Veguita, NM. Among many of the Central region's college and career fairs, and transition fairs, staff also regularly attended CS Council meetings for three Albuquerque high schools, Mark Armijo Academy, Rio Grande HS, and Atrisco Heritage Academy.

Placing priority on sector strategies with alignment to participant career goals and service to employers, program staff were able to provide work experience and individual training accounts to youth in the tier one and tier two industries. The three highest requested areas for training through work-based learning activities were construction, healthcare, and automotive. Participants receiving individual training accounts attended programs earning credentials were primarily for Medical Assistant, Automotive Technician, and Commercial Driver's Licenses.

In continuance of this prioritization, the Youth Program sought opportunities to strengthen its services, and partnerships. With 13 ITAs provided for healthcare occupations, this quarter the Youth Program partnered with Presbyterian Healthcare Services and the AJC to host its first job fair. Presbyterian and the Youth Program continue to explore ideas on how to further develop this partnership with participant resumes being accepted directly by recruitment staff and discussion regarding future meet and greets for Medical Assistant students and an annual job fair. Earlier in the program year the Youth Program developed its sector partnership for Automotive Technician's partnering with IntelliTec, Melloy Brothers Inc., Power Ford and YDI's ABE program. Demonstrating success, 8 of the 31 ITAs were provided towards Automotive Technician programs at IntelliTec with two graduates receiving job offers at Power Ford. Additionally, the program also co-enrolled participants with YDI's YouthBuild program

who emphasizes high school equivalency and training in the construction industry. YouthBuild participants are supported while earning their HSE, OSHA 10 and NCCER certifications, and hands-on experiences.

Apprenticeship Expansion Initiative

This quarter was defined by a strong focus on expanding apprenticeship awareness, increasing community and employer engagement, and enhancing access to career exploration tools. Efforts were concentrated on hosting and participating in career fairs, community events, and targeted outreach to both job seekers and businesses. The introduction and growth of immersive career exploration experiences, with the use of the VR headsets, continued to be a valuable tool for engaging diverse audiences.

Career exploration and outreach efforts were a cornerstone of this quarter. Multiple career fairs and resource events, including the National Apprenticeship Day Career Fair, middle school VR career exploration days, and community festivals, connected hundreds of individuals to apprenticeship opportunities. Personalized guidance, application support, and direct connections to employers and sponsors were provided to 64 job seekers. Engagement also included outreach to veterans, students with disabilities, justice-involved individuals, and other underrepresented groups.

Collaboration with local employers and organizations remained a priority. We successfully launched the first Virtual Registered Apprenticeship Session, focusing on professional, scientific, and technical services, with three additional sessions planned later this year. These virtual sessions aim to provide interested employers with comprehensive information about Registered Apprenticeship and offer the opportunity to ask questions in real time to our panel of experts. The next session, focusing on construction and the trades, will be held on August 29th.

In the next quarter, we will focus on expanding the Virtual Apprenticeship Sessions, increasing employer outreach to build new Registered Apprenticeship Programs, and strengthening school-based engagement as the academic year resumes. Efforts will continue to ensure that job seekers and employers have clear, accessible pathways into apprenticeship programs.

One Stop Operations

April was an active month for the Workforce Connection of Central New Mexico (WCCNM), filled with impactful events across the region. In Sandoval County, WCCNM hosted a well-attended career event at the Loma Colorado Library, where over 40 job seekers connected with employers and learned about available workforce services. Our team also engaged with students through youth-centered career fairs at East Mountain

and Eldorado High Schools, offering guidance and resources to support their future career pathways.

A major highlight for the month was the Four County Career Expo, held at the CNM Workforce Training Center, in conjunction with our partners at CNM and EDD. This regional event brought together more than 50 employers and attracted over 230 job seekers, providing a valuable space for networking and recruitment. To close out the month, WCCNM hosted two significant events on April 30th: the 10th Annual Hiring Heroes event at American Legion Post 13 and National Apprenticeship Day at the AJC office on Mountain Road. Hiring Heroes welcomed more than 200 job seekers, while the Apprenticeship Day event drew 139 individuals eager to learn about training opportunities in high-demand fields. Both events were met with great enthusiasm and contributed to our ongoing mission of connecting job seekers with meaningful employment and training opportunities.

The Workforce Connection of Central New Mexico (WCCNM) and the New Mexico Workforce Connection – America's Job Center hosted a variety of events throughout the Central Region during the month of May.

In addition to organizing our own hiring events at the Albuquerque location, we also collaborated with several employers to host targeted recruitment and informational sessions. Notable events included those for Ezee Fiber, Los Alamos National Laboratory (LANL), and the City of Albuquerque (CABQ). The Ezee Fiber hiring event offered a comprehensive experience for job seekers, allowing them to apply for open positions, participate in screening and interviews, and potentially receive same-day job offers.

The LANL and CABQ sessions were informational in nature, providing attendees with insights into each organization's application process, qualification requirements, and resume expectations for candidates seeking employment opportunities. These events continue to support our mission of connecting job seekers with meaningful employment and helping employers access a skilled and ready workforce.

Our internal hiring event held at the Albuquerque office on May 7 was a strong success, drawing over 115 attendees and featuring 20 employers. In contrast, our May 21 event, which was scheduled during a different time frame in an effort to engage a broader range of employers and job seekers, welcomed 65 customers. While the turnout for the May 21 event was lower than usual, both attendees and employers expressed satisfaction with the overall quality and outcomes of the event. We remain committed to

exploring alternative scheduling options to broaden our reach and better accommodate the needs of our community and partners.

June was an active month for the AJC Central Region, with several impactful events and rapid response efforts. On June 13th, the Los Lunas Career Expo was held at the Daniel Fernandez Recreation Center, drawing approximately 160 job seekers and over 50 employers. The AJC team also responded swiftly to the potential closure of Job Corps by providing rapid response support and onsite resources to affected staff and students. Additionally, on June 24th, the Albuquerque AJC hosted a successful YDI Rapid Hire event, where over 50 job seekers participated, resulting in more than 30 on-the-spot interviews and multiple job offers. These efforts reflect our ongoing commitment to connecting job seekers with employment opportunities and supporting our workforce community during times of transition.

Internal hiring events at the Albuquerque AJC took place on June 4th and June 18th, each bringing together more than 20 employers and attracting over 100 job seekers. These events continue to serve as a valuable platform for connecting employers with qualified candidates in a convenient and supportive setting. In an effort to expand our reach and better serve the community, we are actively experimenting with different event times throughout the workday. By adjusting the timing, we aim to engage job seekers with varying schedules, including those who may be transitioning between jobs, working part-time, or managing other responsibilities. These ongoing adjustments reflect our commitment to making career opportunities more accessible and responsive to the needs of our diverse job-seeking population.

Marketing

Marketing Projects for April–June 2025 included improving social media marketing and website navigation across events, partner campaigns, and digital channel management—publishing 356 posts and generating 186,588 total social media posts/views across April (121 / 64,737), May (110 / 58,922), and June (125 / 62,929). This quarter advanced automation (WIOA Youth Info Sessions, event registration), modernized web content, and deepened partner team coordination across the four-county region.

Social media channel momentum surged this quarter led by Facebook and LinkedIn. On Facebook: Reach increased 33%, Content Interactions up +73%, Page Visits up +28%, and Views up +33% (vs. prior Quarter). Instagram and Facebook also posted June-over-May gains (Instagram followers +58%, views +40%; Facebook followers +17%, views +10%), while evergreen video kept TikTok and YouTube growing even without new June uploads.

Q4 Marketing Cross-Goal Strategy 1 — Collaboration for Sector Outreach & Recruitment

Coordinated with CNM, NMDWS, Veterans Teams, Apprenticeship, and other partners to script, film, and publish original video content; produced QR codes, landing pages, partner surveys, and custom Formsite registrations for the Central NM Career Expo and Hiring Heroes.

At Veterans' request, designed and ran the Hiring Heroes registration/check-in system, trained staff, and enrolled 200+ job seekers—creating a single streamlined workflow praised by partners.

Planned and promoted the Valencia County Job Fair & Career Expo (Los Lunas) with MRCOG communications coordination and on-site video; organized registration for the Rio Rancho Events Center Career Fair (120 attendees) and expanded amplification via Facebook Groups, tagging, and cross-posting to 5 social channels.

Marketing Cross-Goal Strategy 2 — Pathways, Short-Term Credentials, Shared Data & Automation

Built a county-wide automation (Formsite → Mailchimp → Social → Teams) to scale WIOA Youth Virtual Information Sessions—98% complete pending final approvals and integrations.

Standardized creative capacity with an SOP for flyer creation and consolidated forms and templates in Canva; trained staff in multiple counties on Formsite and Canva templates to increase efficiency.

Produced and analyzed 690+ Sandoval County job seeker registrations to deliver demographic insights for leadership.

Continued automation professional development with Make Foundations certification and ongoing Make/Notion DATS Team trainings and collaboration.

Marketing Cross-Goal Strategies 3 & 4 — Youth Outreach & Employer Incentives/Programs

Created a new series on Career Workshop content and a Career Exploration VR feature with Apprenticeship to introduce youth to sector pathways; drove pre-registrations for Apprenticeship Business Info Sessions via LinkedIn, Instagram, and Facebook.

Website improvements: full redesign of WIOA Adult & Dislocated Worker pages; launched a Dislocated Worker digital quiz (Flipbook); trimmed clutter by 50%; refreshed Video Library titles and descriptions for SEO and made them more accessible and ADA compliant by adding custom captions.

Q4 KPI Social Media Marketing Roll-Up

| Month | Posts | Total Views |
|------------|-------|-------------|
| April 2025 | 121 | 64,737 |
| May 2025 | 110 | 58,922 |
| June 2025 | 125 | 62,929 |
| Q4 Total | 356 | 186,588 |

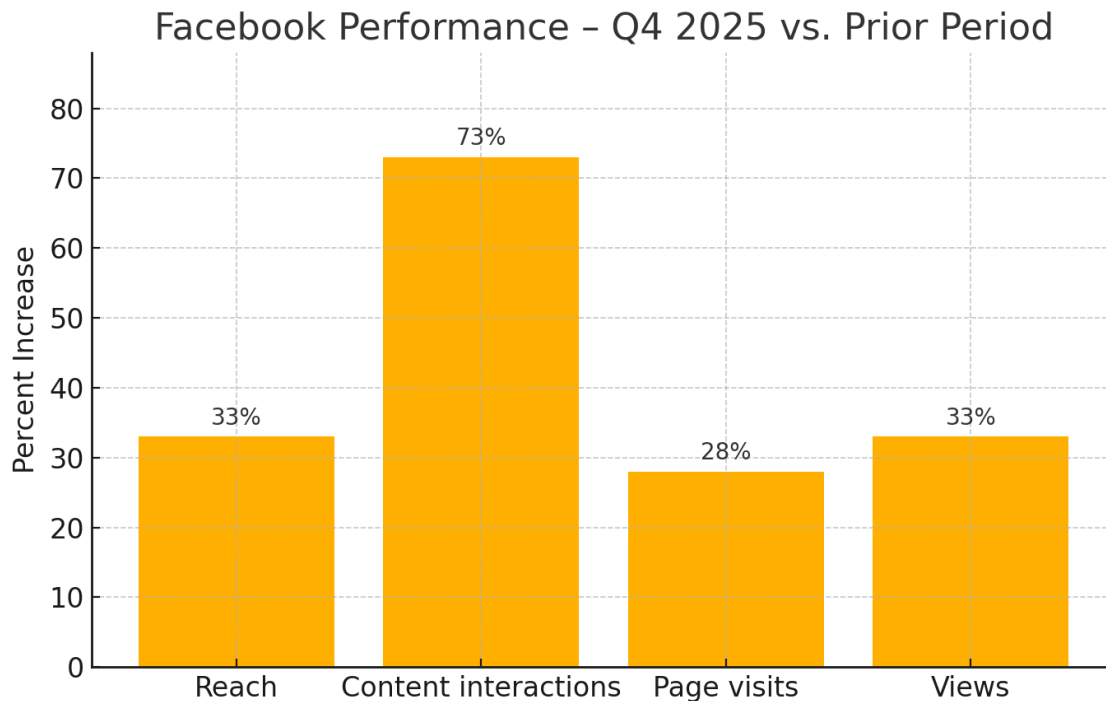
Social Media Marketing Impact by the Numbers (Highlights)

Q4 total views: 186,588 | Posts: 356

Facebook quarter vs. prior period: Reach +33%, Content interactions +73%, Page visits +28%, Views +33%

LinkedIn: 43% increase in Followers in PY24.

Instagram: 72% Annual Reach improvement, 100% Content Interaction increase.



PY24 Annual Summary (June 2024–July 2025)

Strategic modernization & rebrand to AJC New Mexico: completed a unified brand system aligned to 'America's Job Center New Mexico' across all digital assets, videos, templates, and web pages.

Marketing Automation & AI adoption: integrated Mailchimp/Canva/web/social workflows and Avatars; applied LLMs to analyze registration data.

Cross-regional collaboration: with NMDWS, Veterans Teams, CNM, The Village of Los Lunas, YDI, Five Sandoval Indian Pueblos, various municipalities, and MRCOG communications; co-planned and promoted flagship events such as the 10th Annual Hiring Heroes for Veterans, The Inaugural Central New Mexico Career Expo with CNM, and promoted Valencia County employers and job openings with the Village of Los Lunas 2nd Annual Job Fair and Career Expo.

Youth & Pathways: promoted YouthBuild certifications; launched Career Exploration social media campaigns (including the use of VR to explore entry level career

pathways) created videos to connect youth to new sector pathways; applied consistent marketing efforts to improve attendance for Apprenticeship Week and Apprenticeship Team events, and WIOA Work-Based Learning Programs. Reducing barriers & inclusive outreach by creating social media marketing campaigns to highlight opportunities for veterans, dislocated workers, people with disabilities, at-risk youth; and showcased short-term training and entry-level pathway options. Integrated social + web: With hundreds of social posts; Flipbooks and Avatar videos; refreshed site architecture with an updated Job Resources website area; launched Live programming to promote WIOA programs on Instagram and tested new social channels such as Bluesky for reach. Impact highlights: Peak monthly views at 62,929 (June); 150+ job seekers at February Rio Rancho event; 120+ at June Rio Rancho career fair; expanded automated reporting for events.

PY24 Year-in-Review

PY24's Marketing focus was to build durable, shared systems—focusing on standardizing event registration playbooks (QR/Formsite, Check-in, Analytics), WIOA Youth Info-Session automations, SOPs/templates, and providing an easier to navigate website—and turn them into repeatable marketing systems and pipelines.

What worked best: WIOA Adult and Youth, and Veterans' sector storytelling tied to real opportunities and marquee events; evergreen video + Live Info Sessions for original discovery; platform focus on IG/FB/LinkedIn with consistent presence on X/Bluesky. Bottom line: strong Q4 execution, an infrastructure upgrade that makes collaboration easier, and multiple high-visibility wins across four-county employers, training partners, and job seekers—setting us up for continued marketing and outreach success for PY25.

Continuous Quality Improvement

In the fourth quarter of the 2024 program year (April through June 2025), the Workforce Connection of Central New Mexico (WCCNM) sustained its commitment to continuous quality improvement (CQI) by advancing key initiatives focused on automation, standardization, staff development, internal communication, and service enhancement. Guided by the DMAIC (Define, Measure, Analyze, Improve, Control) methodology and aligned with strategic priorities outlined in both state and local workforce plans, these

efforts reflect WCCNM's dedication to fostering innovation and accountability across its operations.

This quarter saw meaningful progress in automating internal processes to reduce manual workload and improve response time. The referral automation system launched in April enabled direct partner notification upon submission of MyHub (WCCNM's central intranet platform) forms, eliminating the need for manual email forwarding and significantly reducing processing delays. Building on that success, additional automation efforts included improvements to the Resource Room Booking system. Initially upgraded with Microsoft Bookings and Teams integration, the system now uses a pivot table tracker for real-time staff coverage oversight, transforming a task that once took days into a process managed in minutes. By May, Phase 2 of the booking automation resolved technical issues, fully embedding the process into Operations Team workflows. In June, Phase 1 of referral automation was finalized with incorporated feedback, and preliminary work began to automate coordination meeting invitations and notes via Zoom. WCCNM is also exploring emerging tools like RingCentral's AI Receptionist and MAKE to identify future opportunities for CQI-related process improvements.

Alongside automation, documentation and procedural updates remained a high priority. Multiple Standard Operating Procedures (SOPs) were revised and approved, including those for attending events, flyer creation, marketing and creative services, and proctoring processes. Each update ensured procedures reflected current practices and promoted consistency across counties and departments. A new SOP for the Data, AI, and Technology Steering Committee (DATS) was also developed to define roles and workflows for technology-related initiatives and was accompanied by a MyHub form to streamline incoming requests. To support the maintenance of these procedures, a centralized Change Request Form was created in MyHub, allowing staff to submit and track revisions across systems such as Event Kits, Upcoming Event Notifications, and SOP updates. These documentation efforts support CQI's goal to enhance clarity, accountability, and ease of implementation.

In tandem with these operational advancements, WCCNM continued its investment in staff development through the completion of its six-part Organizational Techniques Workshop Series. The series, launched in April, began with a session on prioritization techniques, followed in May by workshops on goal setting and time management. In June, Workshop 4 addressed strategies for managing distractions, and both Workshop 5: Efficiency Tips and Workshop 6: Stress Management were also delivered before the end of the quarter. Each session was accompanied by follow-up materials and make-up opportunities to ensure broad participation and lasting impact. In support of on-demand training, the Resume Workshop Video was finalized and featured a humanized avatar to guide job seekers through the content in an accessible and flexible format.

Improving internal communication remained central to CQI goals this quarter. Enhancements to MyHub addressed usability issues and improved access to critical tools, forms, and files. Navigation updates, new hire training fixes, and the distribution of credentials to external partners all supported more inclusive and transparent

communication. A new board presentation video was created to explain CQI principles and dashboard features to stakeholders, reinforcing WCCNM's commitment to transparency and alignment with performance goals.

A growing focus of CQI this quarter was the development of a staff recognition program intended to build morale, encourage cross-departmental collaboration, and celebrate individual contributions. Additionally, the CQI Plan for Program Year 2025 (PY25) was developed to guide continuous improvement activities for the upcoming year. Following Limited English Proficiency (LEP) training, discussions were initiated to improve practices supporting LEP compliance, including better signage, translation protocols, and increased support for frontline staff during customer interactions.

To promote data transparency and performance awareness, a new dashboard was also created to track office performance, customer service delivery, and customer satisfaction, making this information accessible for internal staff and partners. Meanwhile, research into new technologies and digital tools continued with a focus on improving customer service and expanding virtual service offerings to reduce barriers and increase accessibility.

Through these combined efforts, WCCNM continues to build a culture of continuous improvement that is responsive, innovative, and people focused. Automation, documentation, training, communication, and recognition initiatives have strengthened operations while advancing the organization's strategic goals. Rooted in the DMAIC process and shaped by staff input and collaborative planning, these CQI initiatives ensure WCCNM remains well-positioned to deliver high-quality workforce services in a dynamic and evolving environment.

MINUTES

Tab 8



Executive Standing Committee

Monday, November 18, 2024

1:30 pm

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

Call to Order – 1:31 pm – Stacy Sacco

Member

- ✓ **Carl Adams**, Youth Standing Committee Chair
- Marvis Aragon**, Bernalillo County Rep
 - ✓ **Karla Causey**, Treasurer, Finance Standing Committee Chair
 - ✓ **Vaadra Chavez**, Chair-Elect, Operations Standing Committee Chair
- Antoinette Holmes**, Disability Standing Committee Chair
 - ✓ **Honorable Gregg Hull**, CEO
 - ✓ **John Mierzwa**, Past -Chair
- Debbie Ortiz**, Torrance County Rep.
 - ✓ **Stacy Sacco**, Chair
 - ✓ **David Vadera**, Sandoval County Rep.
 - ✓ **Susan Yasenka**, Valencia County Rep

Approval of Monday November 18, 2024, Agenda

Motion: Carl Adams

Second: Karla Causey

No Discussion

Action: Passed unanimously by Roll Call Vote

| | Yes | No | Abstain | No Vote |
|-------------------|-----|----|---------|---------|
| Carl Adams | X | | | |
| Marvis Aragon | | | | |
| Karla Causey | X | | | |
| Vaadra Chavez | X | | | |
| Antoinette Holmes | X | | | |
| Gregg Hull | X | | | |
| John Mierzwa | X | | | |
| Debbie Ortiz | | | | |

| | | | | |
|----------------------|----------|--|--|--|
| Stacy Sacco | X | | | |
| David Vedra | X | | | |
| Susan Yasenka | X | | | |

Tab 1: Aspen Institute Initiative/Collaboration Presentation

Rachel Snyder, City of Albuquerque Economic Development
by Mary Walker, Central New Mexico Community College

- Ms. Snyder & Ms. Walker gave a presentation on Aspen Institute Initiative Collaboration (for presentation information on Tab 1 please request the zoom recording)

Tab 2: Approval of WCCNM Minutes for September 16, 2024

Motion: John Mierzwa

Second: Carl Adams

No Discussion

Action: Passed unanimously by Roll Call Vote

| | Yes | No | Abstain | No Vote |
|--------------------------|------------|-----------|----------------|----------------|
| Carl Adams | X | | | |
| Marvis Aragon | | | | |
| Karla Causey | X | | | |
| Vaadra Chavez | | | X | |
| Antoinette Holmes | | | X | |
| Gregg Hull | X | | | |
| John Mierzwa | X | | | |
| Debbie Ortiz | | | | |
| Stacy Sacco | X | | | |
| David Vedra | X | | | |
| Susan Yasenka | X | | | |

ACTION ITEMS

| | |
|--------------|---|
| Tab 3 | <p>Approval of MP-306, Change 1, Data Validation Policy</p> <p>By: Tawnya Rowland, Program Manager</p> <ul style="list-style-type: none"> ▪ Ms. Rowland presented the MP-306, Data Validation Policy. ▪ She stated NMDWS updated their Data Validation Policy Requirements on August 22, 2024. ▪ The WCCNM MP-306 Change 1 Data Validation Policy updates the NMDWS and WCCNM Data Validation Program requirements |
|--------------|---|

provided in track changes. The Data Validation process provides service providers the tools to help ensure the performance reporting data submitted to NMDWS and/or USDOL is valid and reliable.

- She explained that the most significant change was the previous data validation was four quarters and is now 10 quarters.

Motion: Susan Yasenka

Second: Vaadra Chavez

No Discussion

Action: Passed unanimously by Roll Call Vote.

| | Yes | No | Abstain | No Vote |
|--------------------------|-----|----|---------|---------|
| Carl Adams | X | | | |
| Marvis Aragon | | | | |
| Karla Causey | X | | | |
| Vaadra Chavez | X | | | |
| Antoinette Holmes | X | | | |
| Gregg Hull | X | | | |
| John Mierzwa | X | | | |
| Debbie Ortiz | | | | |
| Stacy Sacco | X | | | |
| David Vedra | X | | | |
| Susan Yasenka | X | | | |

Tab 4

Approval of OP-423, Change 2, Eligible Training Provider Policy

By: Jamie Sandoval, Program Manager

- Ms. Jamie Sandoval presented OP-423 Eligible Training Provider Policy.
- NMDWS updated their ETPL Policy on August 22, 2024.
- The guidance received replaces previous NMDWS guidance in its entirety. OP-423, Change 2, has been created to reflect the new NMDWS policy making the use of track changes an ineffective review option.
- The revised NMDWS guidance on the ETPL policy and procedures for initial and continuing training provider eligibility are intended to:
 - streamline and clarify the process for training provider applications throughout the state
 - clearly define terminology and roles and responsibilities of the State & WCCNM
 - clarify minimum performance standards for providers
 - promote strategic relationships between local boards and interested education and training providers in the state to move beyond transactional exchanges limited to ITAs

- The ETPL is designed to collect relevant data and display useful information to WIOA customers on training providers, their services and the quality of their programs. The goal is to populate the ETPL with training programs that are proven to be successful and remove those programs that fail to achieve positive results for training customers.

Questions & Comments

Motion: Susan Yasenka

Second: John Mierzwa

Discussion followed

Action: Passed unanimously by Roll Call Vote.

| | Yes | No | Abstain | No Vote |
|--------------------------|-----|----|---------|---------|
| Carl Adams | X | | | |
| Marvis Aragon | | | | |
| Karla Causey | X | | | |
| Vaadra Chavez | X | | | |
| Antoinette Holmes | X | | | |
| Gregg Hull | X | | | |
| John Mierzwa | X | | | |
| Debbie Ortiz | | | | |
| Stacy Sacco | X | | | |
| David Vedra | X | | | |
| Susan Yasenka | X | | | |

INFORMATION & DISCUSSION ITEMS

Tab 5 WIOA Updates –

- Holiday Luncheon/Informational Session is set for December 16, 2024 at 11:00 am at the Embassy Suites Hotel.
- Mr. Martinez asked the committee for their input on speakers for the luncheon. Mr. Martinez recommended to get an update from Secretary Nair, NMDWS and Danielle Casey with Economic Development. He opened the floor for discussion. Recommendations were made, legislative update, Economic Development, Workforce Leadership
 - Further discussion included two Ad-Hoc Committees that will be formed. One will be for a RFP for Youth, Adult and One-Stop Operator. The other will be Sector Strategies.

PUBLIC COMMENT/ADJOURNMENT

Public Comments – None

Adjournment – 2:41 pm

Next Meeting: WCCNM Executive Standing Committee, January 27, 2025, 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

Approved XXXX

Stacy Sacco, WCCNM Chair-Elect

ATTEST:

Secretary

"Equal Opportunity Program"



FINANCIAL REPORT

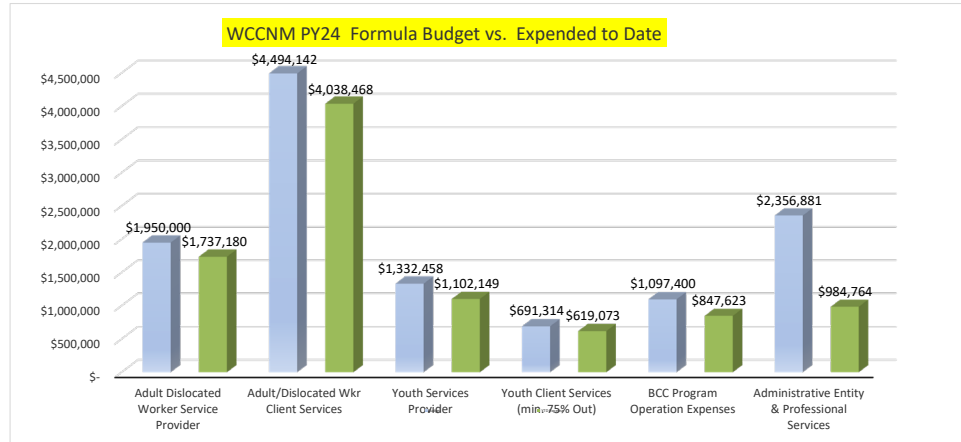
June 30, 2025

**WORKFORCE CONNECTION
OF CENTRAL NEW MEXICO
WCCNM
PROGRAM YEAR 2024 7-1-24 to 6-30-25 (PY24)
BUDGET TO ACTUAL COMPARISON
As of June 30, 2025**

| | | Bar # 1 Budget | 100% Of Year 7/1/2024 to Year to Date | Spoken for Encumbrances | Variance | |
|----|--|--|--|----------------------------|----------|--------------|
| 1 | Adult Dislocated Worker Service Provider | Service Provider - MRCOG | 1,950,000 | 1,737,180 | - | 212,820 |
| | | Subtotal | \$ 1,950,000 | \$ 1,737,180 | \$ - | \$ 212,820 |
| 2 | Adult/Dislocated Wkr Client Services | Adult / DW Participant Training OJT's CT's ITA's | 4,083,642 | 3,735,498 | - | 348,144 |
| | | Adult / DW Work Experience W / Workers Comp | 350,000 | 271,808 | - | 78,192 |
| | | Adult / DW Supportive Services | 60,500 | 31,162 | - | 29,338 |
| | | Subtotal | \$ 4,494,142 | \$ 4,038,468 | \$ - | \$ 455,674 |
| 3 | Youth Services Provider | Service Provider - YDI | 1,332,458 | 1,102,149 | - | 230,309 |
| | | Subtotal | \$ 1,332,458 | \$ 1,102,149 | \$ - | \$ 230,309 |
| 4 | Youth Client Services (min. 75% Out) | Youth Work Experience - YDI Portion | 458,000 | 386,900 | - | 71,100 |
| | | Youth Training Services | 208,314 | 185,641 | - | 22,673 |
| | | Youth Supportive Services | 25,000 | 46,532 | - | (21,532) |
| | | Subtotal | \$ 691,314 | \$ 619,073 | \$ - | \$ 72,242 |
| 5 | BCC Program Operation Expenses | Business & Career Center Facility Operation | 1,008,400 | 976,236 | - | 32,164 |
| | | Business & Career Center Facility Reimbursemet | (615,000) | (790,608) | - | 175,608 |
| | | Business & Career Ctr Mgmt - MRCOG Operator | 192,000 | 171,142 | - | 20,858 |
| | | Business & Career Ctr Mgmt - MRCOG Operations | - | - | - | - |
| | | Business & Career Ctr Mgmt - MRCOG Spec Projects | 242,000 | 318,609 | - | (76,609) |
| | | Business & Career Ctr Mgmt - MRCOG Project DWS Apprenticeship | 180,000 | 169,379 | - | 10,621 |
| | | Business & Career Ctr Mgmt - MRCOG Operations Staff Reimbursements | - | - | - | - |
| | | Business & Career Center Improvements | 90,000 | 2,866 | - | 87,134 |
| | | Subtotal | \$ 1,097,400 | \$ 847,623 | \$ - | \$ 249,777 |
| 6 | Administrative Entity & Professional Services | AE/Fiscal Agent - MRCOG | 978,000 | 836,477 | - | 141,523 |
| | | Program Support/Board Expense | 64,354 | 49,957 | - | 14,397 |
| | | Contractual Services | 75,551 | 18,401 | - | 57,151 |
| | | Contingency & Sale Of Lease | 298,976 | 20,290 | - | 278,686 |
| | | Legal Services | 20,000 | 17,534 | - | 2,466 |
| | | Audit Services | 65,000 | 42,106 | - | 22,894 |
| | | Carved Out 2nd Year Reserve | 855,000 | - | - | 855,000 |
| | | Subtotal | \$ 2,356,881 | \$ 984,764 | \$ - | \$ 1,372,117 |
| 7 | | TOTAL WIOA FORMULA BUDGET PY24 | \$ 11,922,196 | \$ 9,329,256 | \$ - | \$ 2,592,939 |
| | | | | 78% | 0% | 22% |
| | OTHER FUNDING: | | | | | |
| 8 | USDOL Chances Grant 3.5 yrs PE-38620-22-60-A-35 \$1,999,999 7-1-22 to 12-31-25 PY24 is 3rd Year | AE/ Fiscal Agent - Chances | \$ 121,278 | \$ 40,821 | - | 80,456 |
| | | Sub Recipient Contractor YDI | \$ 542,648 | \$ 258,594 | - | 284,054 |
| | | Client Services - Paid by WCCNM | \$ 730,790 | \$ 36,251 | - | 694,539 |
| | | Audit | \$ 30,000 | \$ 1,366 | - | 28,634 |
| | | Travel | - | - | - | - |
| | | Legal | - | - | - | - |
| | Budget - CHANCES Pathway Home | Balance Forward 7-1-24 \$1,422,430 | \$ 1,424,716 | \$ 337,033 | \$ - | \$ 1,087,683 |
| | | | | 24% | 0% | 76% |
| 9 | USDOL H1BP Grant 5.0 yrs HG000056TEO \$1,999,976 9-30-23 to 9-30-28 PY24 is 2nd Year | Career Pathways AE/ Fiscal Agent - H1BP | \$ 1,022,267 | 228,273 | - | 793,994 |
| | | Contracts | \$ - | 26,202 | - | (26,202) |
| | | Client Services - Paid by WCCNM | \$ 794,339 | 287 | - | 794,053 |
| | | Other | \$ - | \$ 2,028 | - | (2,028) |
| | Budget - H1BP Career Pathways | Balance | \$ 1,816,606 | \$ 256,790 | \$ - | \$ 1,559,816 |
| | | | | 14% | 0% | 86% |
| 10 | Social Security - Ticket To Work | Social Security TTW - PY23 Balance Available Carry Forward | \$ - | TTW Mo Growth / Net Exp | \$ - | \$ - |
| | | Additional TTW Current Year PY24 Earnings | | 930 | \$ - | \$ 930 |
| | | Total Current Year PY24 Expended | | - | - | - |
| | | Subtotal | | \$ 930 | \$ - | \$ 930 |
| | | | | | | TTW Balance |
| 11 | | TOTAL WCCNM Budget PY24 | \$ 15,163,518 | \$ 9,923,080 | \$ - | \$ 5,241,367 |

WIOA Activities

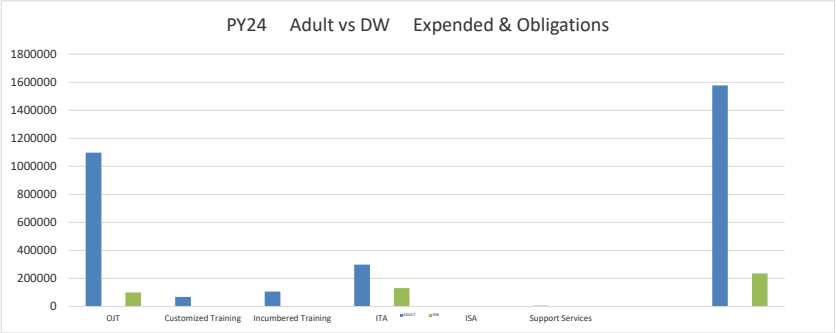
| | Budget | YTD Expense | Obligations | Formula Balance WIOA |
|---|---------------|--------------|-------------|----------------------|
| Adult Dislocated Worker Service Provider | \$ 1,950,000 | \$ 1,737,180 | \$ - | \$ 212,820 |
| Adult/Dislocated Wkr Client Services | \$ 4,494,142 | \$ 4,038,468 | \$ - | \$ 455,674 |
| Youth Services Provider | \$ 1,332,458 | \$ 1,102,149 | \$ - | \$ 230,309 |
| Youth Client Services (min. 75% Out) | \$ 691,314 | \$ 619,073 | \$ - | \$ 72,242 |
| BCC Program Operation Expenses | \$ 1,097,400 | \$ 847,623 | \$ - | \$ 249,777 |
| Administrative Entity & Professional Services | \$ 2,356,881 | \$ 984,764 | \$ - | \$ 1,372,117 |
| | \$ 11,922,195 | \$ 9,329,256 | \$ - | \$ 2,592,939 |
| | | 78.25% | 0.00% | 21.75% |



| | |
|----------|-----------|
| | 1,070,732 |
| | 24,852 |
| | 196,085 |
| | 2,443,829 |
| | 271,808 |
| | - |
| | 31,162 |
| | 4,038,468 |
| Check \$ | 4,038,468 |
| Diff \$ | - |



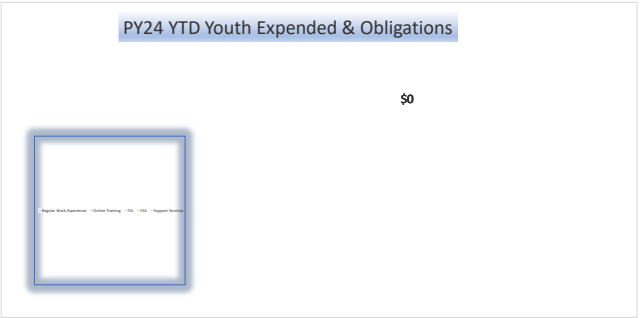
| | |
|---------|---|
| | - |
| | - |
| | - |
| | - |
| | - |
| | - |
| | - |
| Ck \$ | - |
| Diff \$ | - |



| | Adult | DW | |
|---------------------------------|-----------|---------|-----------|
| OJT | 953,402 | 117,330 | |
| Customized Training | 24,852 | 0 | |
| Incumbered Training | 196,085 | 0 | |
| ITA | 1,872,986 | 570,843 | |
| Career Ctr Exp - Formerly ISA's | - | - | |
| Internship Work Exp | 261,409 | 10,399 | |
| Support Services | 28,208 | 2,955 | |
| | 3,336,942 | 701,526 | Total |
| | 83% | 17% | 4,038,468 |
| Ck | 4,038,468 | | |
| Ck | 4,038,468 | | |
| Diff | - | | |

Data:
Regular Work Experience
Online Training
ITA
YSA
Support Services

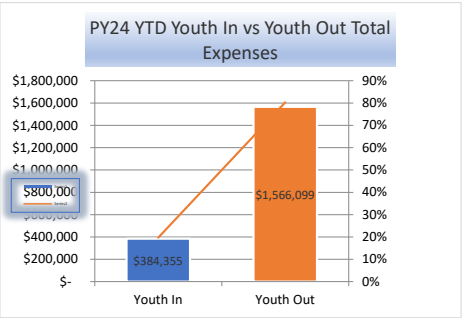
Check \$ 619,073
Diff \$ 619,073



Data:
Youth In
Youth Out

| | | | | |
|-----------|--------------|-----|-------|--------|
| Youth In | \$ 384,355 | 20% | Watch | 19.71% |
| Youth Out | \$ 1,566,099 | 80% | | 80.29% |

Check 1,950,454
Off Financials \$ 1,950,454
Not Board Report



Effective July 1, 2025, through June 30, 2027

The Workforce Connection of Central New Mexico has developed Tier 1 and Tier 2 Industries based on employment projections cited in the following sources: 1) the WIOA State Plan 2024-2027; 2) the WCCNM Local Plan 2024-2027; 3) NMDWS's Occupational Outlook Central Region (Most Job Openings); 4) 2020-2030 Albuquerque MSA/Central Region In-Demand Occupations; and 5) Projected Employment Growth by Major Industry (Central Region).

The following tables illustrate the Tier 1 and Tier 2 Industries in the Central Region and addresses occupational needs in Bernalillo, Sandoval, Torrance and Valencia counties. Based on this data and antecedent factors, first and second tier priority industries have been identified as follows:

| TIER 1 INDUSTRIES |
|--|
| Healthcare & Social Assistance Providers (e.g.: Nursing; Mental & Behavioral Health) |
| Professional, Scientific & Technical Services |
| Education, Early Childhood Care and Education |
| First Responders (Police, Paramedics, & Firefighters) |
| Vertical and Horizontal Construction and Building— All Trades Commercial and Residential (including highways and utility systems) |
| Heavy and Tractor-Trailer Truck Drivers, including Light Truck Drivers |
| Broadband Expansion |
| Water Infrastructure and Natural Resource Management |
| Clean/Green Energy Transition |
| Aerospace |
| Manufacturing/Intelligent Manufacturing |
| Biosciences |
| Sustainable and Value-Added Agriculture |

| TIER 2 INDUSTRIES |
|--------------------------------------|
| *Accommodations & Food Service |
| *Arts, Entertainment, and Recreation |
| Retail |
| Government |
| Finance & Insurance |
| Real Estate |

*NMDWS Research data indicates that Accommodations & Food Service are the highest demand occupations, with occupations in Arts, Entertainment & Recreation coming in third right behind Healthcare & Social Assistance. However, due to the historically low wages paid for most occupations within these two industries, the WCCNM defines them as Tier 2 Industries.

MICHELLE LUJAN GRISHAM
GOVERNOR



SARITA NAIR
SECRETARY

HOWIE MORALES
LT. GOVERNOR

STATE OF NEW MEXICO
DEPARTMENT OF WORKFORCE SOLUTIONS
401 Broadway, NE
PO Box 1928
Albuquerque, NM 87103
(505) 841-8405/ FAX (505) 841-8491

MEMORANDUM

TO: LOCAL WORKFORCE DEVELOPMENT BOARDS

**FROM: NM DEPARTMENT OF WORKFORCE SOLUTIONS
STATE ADMINISTRATIVE ENTITY**

V. Alenzo

DATE: JUNE 2, 2025

SUBJECT: PY 2025 STATE WIOA SELF-SUFFICIENCY WAGE

PURPOSE:

To provide guidance for grant recipients on the use of a self-sufficiency wage to determine eligibility for participants in need of Individualized Career Services and/or Training Services under the Workforce Innovation and Opportunity Act (WIOA).

REQUIREMENTS:

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." The State will annually calculate a 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. LWBDs are directed to use the following definition of "self-sufficiency" as it applies to a currently employed worker who is applying for WIOA Individualized Career Services and/or Training Services through the local workforce development system.

DEFINITION:

EMPLOYMENT THAT LEADS TO ECONOMIC SELF-SUFFICIENCY

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 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 meet the definition of "Employment Leading to Economic Self-Sufficiency," Individualized Career Services and/or Training Services may be offered as determined appropriate.

EXCEPTION: Local Boards can determine the eligibility of an employed worker using the most current Lower Living Standard Income Level (LLSIL). If a worker's current pay rate is at or below 125% of the LLSIL, a determination shall be made that the individual does not meet the definition of "Employment Leading to Economic Self-Sufficiency".

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.

REQUIREMENTS 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, including each of the following elements:
 - Job Title;
 - Employer Name;
 - Dates of Employment: From / To (Month, Year);
 - Wage;
 - Wage Type (Hourly, Annual, Other); and
 - 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)

PROGRAM YEAR 2025 SELF-SUFFICIENCY WAGE STANDARDS

| | |
|--|---------------------|
| Eastern Area Workforce Development Board | \$55.88/Hour |
| Northern Area Local Workforce Development Board | \$58.70/Hour |
| Southwestern Area Workforce Development Board | \$54.04/Hour |
| Workforce Connection of Central New Mexico | \$64.10/Hour |

**Self Sufficiency calculations were derived utilizing MIT Living Wage Calculations*

MICHELLE LUJAN GRISHAM
GOVERNOR



SARITA NAIR
SECRETARY

HOWIE MORALES
LT. GOVERNOR

STATE OF NEW MEXICO
DEPARTMENT OF WORKFORCE SOLUTIONS
401 Broadway, NE
PO Box 1928
Albuquerque, NM 87103
(505) 841-8405/ FAX (505) 841-8491

MEMORANDUM

TO: LOCAL WORKFORCE DEVELOPMENT BOARDS

**FROM: NM DEPARTMENT OF WORKFORCE SOLUTIONS
STATE ADMINISTRATIVE ENTITY**

V. Alonzo

DATE: JUNE 2, 2025

**SUBJECT: LOWER LIVING STANDARD INCOME LEVEL (LLSIL)
PROGRAM YEAR (PY) 2025 INCOME TABLES**

PURPOSE:

To transmit the Program Year (PY) Income Tables as required for the following purposes:

- To determine income eligibility for participation in programs.
- To establish criteria for Local Workforce Development Boards (LWDBs) to develop priority of services.

ACTION:

LWDBs shall use the attached annual income tables in the determination of eligibility and priority of service for program services and activities.

- Attachment A, Program Year (PY) 2025 NM INCOME ELIGIBILITY TABLE, which contains data for the 70% Lower Living Standard Income Level (LLSIL), 100% LLSIL and the Health and Human Services (HHS) Poverty Guidelines
- Attachment B, Program Year (PY) 2025 - NM Eligibility Tables, which contains combined data for the 70% Lower Living Standard Income Level (LLSIL) and the HHS Poverty Guidelines

EFFECTIVE DATE: July 1, 2025

CONTACT: New Mexico Department of Workforce Solutions, State Administrative Entity
(505) 487-6770.

Attachment A

Poverty Income Guidelines 70% Lower Living Standard Income Levels 100% LLSIL for New Mexico

2025 Health and Human Services Poverty Guidelines Extended Published January 17, 2025
Department of Labor's 70% and 100% LLSIL Effective July 1, 2025

| Size Of Family | 2025 HHS Poverty Guidelines | 2025 Metro 70% LLSIL | 2025 Non-Metro 70% LLSIL | 100% LLSIL Self-Sufficiency | |
|---------------------------------------|-----------------------------|----------------------|--------------------------|-----------------------------|-----------|
| | | | | Metro | Non-Metro |
| 1 | \$15,650 | \$14,370 | \$14,095 | \$20,529 | \$20,136 |
| 2 | \$21,150 | \$23,551 | \$23,101 | \$33,644 | \$33,001 |
| 3 | \$26,650 | \$32,334 | \$31,716 | \$46,191 | \$45,309 |
| 4 | \$32,150 | \$40,593 | \$39,148 | \$57,022 | \$55,925 |
| 5 | \$37,650 | \$47,100 | \$46,203 | \$67,286 | \$66,004 |
| 6 | \$43,150 | \$55,090 | \$54,036 | \$78,700 | \$77,195 |
| 7 | \$48,650 | \$63,080 | \$61,869 | \$90,114 | \$88,386 |
| 8 | \$54,150 | \$71,040 | \$69,702 | \$101,528 | \$100,305 |
| For each additional family member add | \$5,500 | \$7,990 | \$7,833 | \$11,414 | \$11,191 |

INSTRUCTIONS: Use the above tables to determine economically disadvantaged status according to family size. Compare the family income to the HHS Poverty Guidelines or the 70% LLSIL, whichever is greater.

The 100% LLSIL is to determine the minimum level for establishing self-sufficiency criteria at the local level. This is the minimum figure locals must set for determining whether employment leads to self-sufficiency under programs. The State may define self-sufficiency levels or self-sufficiency criteria for LWDBs and regions based on appropriate data.

Metro Areas include the cities of Albuquerque, Farmington, Las Cruces, and Santa Fe. All other areas in New Mexico are considered to be Non-Metro Areas.

*For families in the **metro areas** with greater than (>) 6 members, add **\$11,414** for each additional member. For **non-metro** areas, add **\$11,191** for each additional member.

Attachment B
PY2025 NM Eligibility Tables

Non-Metro

HHS poverty level for family of one and 70% LLSIL

To be utilized for the determination of youth eligibility.

| **Family of One | Family of Two | Family of Three | Family of Four | Family of Five | Family of Six |
|-----------------|---------------|-----------------|----------------|----------------|---------------|
| \$15,650 | \$23,101 | \$31,716 | \$39,148 | \$46,203 | \$54,036 |

For family size higher than six, add \$7,833 for each additional family member.

** From HHS poverty level

100% LLSIL

| Family of One | Family of Two | Family of Three | Family of Four | Family of Five | Family of Six |
|---------------|---------------|-----------------|----------------|----------------|---------------|
| \$20,136 | \$33,001 | \$45,309 | \$55,925 | \$66,004 | \$77,195 |

For family size higher than six, add \$11,191 for each additional family member.

Metro

HHS poverty level for family of one and 70% LLSIL

To be utilized for the determination of youth eligibility.

| **Family of One | Family of Two | Family of Three | Family of Four | Family of Five | Family of Six |
|-----------------|---------------|-----------------|----------------|----------------|---------------|
| \$15,650 | \$23,551 | \$32,334 | \$39,915 | \$47,100 | \$55,090 |

For family size higher than six, add \$7,990 for each additional family member.

** From HHS poverty level

100% LLSIL

| Family of One | Family of Two | Family of Three | Family of Four | Family of Five | Family of Six |
|---------------|---------------|-----------------|----------------|----------------|---------------|
| \$20,529 | \$33,644 | \$46,191 | \$57,022 | \$67,286 | \$78,700 |

For family size higher than six, add \$11,414 for each additional family

