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AN ACT

RELATING TO EDUCATION; PROVIDING FOR THE HIGHER EDUCATION DEPARTMENT, IN COLLABORATION WITH THE PUBLIC EDUCATION DEPARTMENT, THE WORKFORCE SOLUTIONS DEPARTMENT AND THE LEGISLATIVE EDUCATION STUDY COMMITTEE, TO CONDUCT A COMPREHENSIVE STUDY REGARDING THE AVAILABILITY OF CAREER AND TECHNICAL EDUCATION COURSES AND COURSE INSTRUCTORS AND THE SALARIES AND COMPENSATION PACKAGES FOR CAREER AND TECHNICAL EDUCATION INSTRUCTORS; REQUIRING A REPORT AND RECOMMENDATIONS.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. TEMPORARY PROVISION--HIGHER EDUCATION DEPARTMENT--STUDY--CAREER AND TECHNICAL EDUCATION COURSES--INSTRUCTORS--SALARIES AND COMPENSATION--RECOMMENDATIONS--REPORT.--

A. The higher education department, in collaboration with the public education department, the workforce solutions department and the legislative education study committee, shall conduct a comprehensive study regarding the availability of career and technical education courses and course instructors and the salaries and compensation packages of career and technical education instructors in the state.

B. The study required pursuant to this section

1 shall:

2 (1) identify and evaluate the availability  
3 of career and technical education courses offered in the  
4 state, with a focus on ways to address and meet current and  
5 anticipated future needs and demands for students and  
6 industry, including:

7 (a) whether a known or identified  
8 demand for a course exceeds the course availability or the  
9 course is not available;

10 (b) whether the courses offered  
11 adequately address the needs of the students seeking specific  
12 skills for workforce jobs or the industry employers seeking  
13 workers with those specific skills;

14 (c) whether the courses offered  
15 adequately address the current or future industry workforce  
16 needs, including shortages that may be identified during the  
17 evaluation or by industry employers;

18 (d) the reason for any course shortages  
19 or anticipated future course shortages;

20 (e) whether there is an opportunity to  
21 work with industry employers to identify ways to incorporate  
22 industry employer incentives to help address workforce  
23 shortages and future needs; and

24 (f) whether any other current or future  
25 matters or concerns exist related to career and technical

1 education courses, particularly any matters or concerns  
2 indicated by industry employers;

3 (2) evaluate the salaries and compensation  
4 packages for career and technical education instructors in  
5 the state, including:

6 (a) an in-depth review of the salaries  
7 paid to instructors, with a focus on instructors teaching at  
8 community colleges;

9 (b) the number of instructors currently  
10 employed, including the number of career and technical  
11 education courses each instructor teaches;

12 (c) whether there is a shortage of  
13 career and technical education instructors and an indication  
14 of any area of career and technical education in which a  
15 shortage exists and the reason for any shortage identified;  
16 and

17 (d) a comparison of the salaries and  
18 compensation packages for career and technical education  
19 instructors with those of higher education instructors in the  
20 state; and

21 (3) create a comprehensive report from the  
22 study that includes the findings from the evaluation of the  
23 career and technical education courses in Paragraph (1) of  
24 this subsection and the findings from the evaluation of the  
25 career and technical education instructors in Paragraph (2)

1 of this subsection.

2 C. In addition to the findings required in  
3 Subsection B of this section, the comprehensive report shall  
4 include all matters or concerns identified from the study,  
5 including any known reasons for the findings, issues  
6 identified or anticipated, input from industry employers and  
7 recommendations for immediate steps to take and longer-term  
8 actions to address matters or concerns identified in the  
9 study.

10 D. The study required in this section shall be  
11 provided to the governor, the legislative finance committee  
12 and any other appropriate legislative committees.

13 E. As used in this section, "industry employers"  
14 means employers or businesses identified by the workforce  
15 solutions department to provide input and recommendations to  
16 that department as part of that department's collaboration  
17 with the higher education department and the legislative  
18 education study committee for the study required pursuant to  
19 this section.

20 SECTION 2. EFFECTIVE DATE.--The effective date of the  
21 provisions of this act is July 1, 2025. \_\_\_\_\_

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