



*Economic and Rural  
Development  
and Policy Committee*

*Pre-Apprenticeship  
and Apprenticeship*

# Be Pro Be Proud

Semi-truck equipped with 12 virtual reality simulators. Truck travels statewide to expose and provide a hands-on experience to students and community members about trade careers in NM. Individuals who express interest are provided with relevant information to start preparing a plan to move forward. Funded by the NM Legislature.



- 7,904 visitors
- 3,418 Interested
- 101 Tour Stops
- 69 Cities in NM

# Be Pro Be Proud

## **November-December 2024 stops;**

Mescalero Apache School – Albuquerque/National Apprenticeship Week

Roswell/New Mexico Youth ChalleNGe Academy

Lake Arthur High School - Hagerman High School

Artesia High School - Socorro High School



## **Other 2024 stops included;**

Rio Rancho Independence High School

Rio Rancho High School

V. Sue Cleveland High School

Grants High School

Laguna Acoma High School

Maxwell High School

Roy High School

Springer High School

Mosquero High School

Raton

Taos High School

# Pre-Apprenticeship Program

Program places youth in jobs that provide a quality hands-on work experience as well as exposes them to industry and the many career opportunities in NM. Program covers 10 weeks of wages, worker's compensation, one-on-one career counseling and basic work equipment. Funded by NM Legislature. New \$600,000 allocation last year.

- 736 - Total pre-apprentices enrolled and served
- 31% / 191 Hired full-time after program
  - Building Trades
  - Education
  - Healthcare
  - Management and Administration
  - Tourism/Hospitality
- 287 Employers

# SAEF2 Grant/Apprenticeship Expansion

A new apprenticeship and pre-apprenticeship program of the New Mexico Department of Workforce Solutions (DWS) to build a highly skilled workforce in infrastructure and clean energy; increase access to quality, well-paying jobs; and help employers recruit and retain more workers with on-the-job experience. \$5.9 Million funded by USDOL adding to the state of NM investment.

- Transition pre-apprentice completers in these PA programs to RAPs;
- Expand the number of apprentices and pre-apprentices in existing programs;
- Increase outreach and recruitment of RAP and PA participants;
- Strengthen and increase employer engagement efforts to increase their participation in RAPs.
- Leverage and coordinate with existing workforce and training funds and services for youth, adults, and dislocated workers under the federal Workforce Innovation and Opportunity Act (WIOA), veterans, and TANF participants;

# SAEF2 Grant (cont.)

- \$3.4M to fund pre-apprentices by covering wages and workers compensation for up to 10 weeks.
  - GOAL: Enroll up to 425 pre-apprentices statewide, 383 completers
- \$750,000 RFP to create and expand programs
  - GOAL: 100 pre-apprentices in new programs
- \$692,000 to provide support services to participants including required tools and safety equipment as well as other wrap around services.
- \$619,000 for incentives to employers who host pre-apprentice graduates as apprentices. \$1,800 retention payment per apprentice to NM business after 6 months of employment

# NMDWS Apprenticeship Highlights

A paid training opportunity to become skilled in a trade or profession, which combines hands-on learning and classroom instruction. Elements of all registered apprenticeships include industry led, paid employment, structured on-the-job learning/mentorship, supplemental education, diversity, quality & safety and credentials.

- 2,550 Registered Apprentices (increase of over 70% since 2014)
- 296 Completions in 2024 & 242 Completions in 2023
- Increased Public Works Apprenticeship Training (PWAT) & Apprenticeship Assistance Act (AAA) funding to aid sponsors
- New programs in non-traditional occupations (teacher, early childhood educator, project management specialist, animal trainer, auto glass technician, soil conservation technician, certified nursing assistant, accounting technician, auto glass technician, film industry)
- Federal Funding-State Apprenticeship Expansion Formula (SAEF) Base Funding
  - FY 24-\$388,652
  - FY 25-\$488,426

# Apprenticeship Funding

State Legislature funding through HB 5 created the Apprenticeship Trust Fund which establishes additional funding for PWAT & AAA to aid registered apprenticeship programs sponsors with training costs.

- PWAT
  - FY 25-\$3.6 million
    - 20 programs funded
    - \$2,662.72 per eligible apprentice (1,352 eligible apprentices)
  - FY 24-\$1.1 million
    - 16 programs funded
    - \$1,700.57 per eligible apprentice (1,124 eligible apprentices)
- AAA
  - FY 25
    - 19 programs funded
    - \$3.5 million (\$11.04 instructional reimbursement rate & 1,717 apprentices)
  - FY 24
    - 14 programs funded
    - \$600,000 (\$2.02 instructional reimbursement rate & 1,571 apprentices)
- More Federal Support
  - SAEF 2 Competitive Grant-\$5.9 million
  - SAEF 2 Base Formula Grant-\$488,426



# Other NMDWS Employment Programs

## 25 Workforce Offices statewide

- 2,163 NM Employers assisted with workforce challenges
- 15,485 NM Job Seekers assisted with work related challenges
  - 65% of job seekers gaining employment within 90 days of visits
- Rapid Response-Funding to assist with lay-offs and lay-off aversion
  - Bernalillo County - Bimbo Bakeries – 123 Employees
  - Otero County - CTI -67 Employees
  - Bernalillo County – Jabil – 130 Employees
  - Colfax County – St. James Hotel – 58 Employees
  - Curry County – Hallcon Corp – 118 Employees
- Unemployment Insurance Program
  - 10,163 Currently on Unemployment Insurance
- State Veterans Employment Program
  - 55% of disabled veterans entering employment
- Work Opportunity Tax Credit Program
- TANF Program

# Employment Program Initiatives

## Rebranding of workforce offices statewide

- America's Job Center re-brand
  - Renewed focus on all counties statewide
  - Expanded in-person UI and employment assistance
- Apprenticeship Expansion
- Upgraded WOTC system
  - Provide NM Business WOTC tax credits
- Co-Location of Centers
  - Co-located with colleges – Farmington, Roswell and Santa Fe Community College
  - Reviewing all leases for potential co-location with other employment related state agencies
- Strengthening engagement with Native American Partners
  - Monthly meetings
- Stronger Partnerships with PED, HED and HCA
  - Streamlining services to customers



-Muchas Gracias-

Marcos Martinez, Deputy Secretary  
Katrina Vigil, State Apprenticeship Director

New Mexico Department of Workforce Solutions