

Employer Theater

The state's Economic Development Organizations (EDOs) are primarily responsible for jobs created in the Employer theater but many rural EDOs are also missioned with job creation in other theaters such as Federal Government, Extractives and Energy, Agriculture, and Startup. This table shows the current combined capacity of the state's EDOs for creating the economic base jobs estimated possible in the Jobs Council Assessment.

Annual EDO E-Base Job Creation Capacity				
Total Potential	Organic	Program Reliant	Current Capacity	Gap
5,279	792	4,487	4,228	2,043

To achieve the capacity to create the additional 1,738 e-base jobs per year, the EDOs will require the following factors of production.

Marketing and Sales

FOP Requirements			
FTE Caseworkers	\$	Leads/yr	Additional Marketing Spend/yr
23	\$1.9M	1,900	\$2.6M

Problem/Gap	Solution Topic	Status	Action
Inadequate Lead Generation	-Restructure NM Partnership to original mission. -Increase partnership funding gradually to \$3M	-Issue raised and advanced in several NMJC deliberations.	-Requires a write-up to detail specifics, rationale, and expected outcomes.
Not enough qualified leads coming into the state	-Coop Marketing fund to pay for leads provided to any EDO that make it to the prospect stage	-Passed but not funded	
Lack of planning/metrics	-Planning and Accountability act		
Current programs unable to manage enough cases	-Reorganize NMEDD to manage employer, fed gov, solo, startup, E&E	-Early ideation stages	-Requires a write-up

to meet state needs	-Increase number of professional caseworkers to manage sales pipeline	-Staff Augmentation bill passed but not funded in 2016 session. -Lacked legislative, executive and constituent support	-Needs a comprehensive plan for adding capacity -Needs accountability for added staff -Needs constituent support
	-Fund matching program to develop local professional staff		

Real Estate, Infrastructure, Capital

FOP Requirements – Real Estate	
SQFT of building space	Land+ Building Cost
1,000,000	\$90.3M

FOP Requirements – Infrastructure			
Roads	Ports/Air	Utilities	Broadband

FOP Requirements - Capital	
Debt	Equity

Problem/Gap	Solution Topic	Status	Action
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Lack of planning locally around RE, Infr, Capital required for job creation	-Local planning around existing and new real estate and incentivizing spec buildings and local virtual building programs		
Inadequate Broadband provision	-Local broadband infrastructure planning for levels and prices required to meet job goals	-Bill passed and funded in 2016 session, contract with 3 rd party specialist in development	-Bring in representation from Economic Development and the private sector to input on planning needs
Conspicuous lack of appropriate real estate, infrastructure and capital inventory statewide	-Preserve incentivized building inventory for industrial projects		
	-Restrict Economic Development clawback funding to conform with original uses and guidelines		
	-Plan for a surge in new federal infrastructure funding in 2018 that will direct funds to best project uses.		
	-Create Public Private Partnerships (P3) designated toward raising capital needed for infrastructure projects		
Inadequate broadband to attract new businesses			

Workforce, Housing, Community Quality

Problem/Gap	Solution Topic	Status	Action
Qualified Labor Shortage in key professions across the state	-Conduct workforce Gap Model and analytics to identify which areas need more talent		
	-Overhaul HED scholarship programs to limit state funded scholarships to degrees and certifications that match gaps -Require any recipient of a state scholarship to work in NM for 5+ yrs after graduation -Extend scholarships to out of state students		

	Fund additional faculty		
Cliff Effects are preventing the engagement of the entire workforce	Neutralize cliff effects		
Existing building codes discourage density and amenities now in demand by millennials in the workforce	Overhaul current building codes		

Leadership, Organization, Business Climate

Problem/Gap	Solution Topic	Status	Action
No measurement of ROI on state investment in Job Creation	<ul style="list-style-type: none"> -Establish a planning, accountability, analytics office -Align eligibility definitions, develop metrics -Restrict incentives programs to discretionary (but for) standard -Create mechanism for scaling LEDA/JTIP -Create a planning/reporting education and training program for local public/private officials/stakeholders. 	-Bill in development with metrics and standards included. Will be ready for 2017 session.	