

New Mexico 2025 State of the Workforce

**A Report Highlighting New Mexico's
Current and Future Workforce**

September 2025 | www.dws.state.nm.us

2025 State of the Workforce Report

Michelle Lujan Grisham
Governor
State of New Mexico

**New Mexico Department of
Workforce Solutions**

Sarita Nair
Cabinet Secretary

Contributors:
Michelle Doran
Mark Flaherty
Nathan Friedman
Julie Larrañaga
Raymond Sena
Justin Welby

For Further Information:

**New Mexico Department of
Workforce Solutions
Economic Research & Analysis Bureau
P.O. Box 1928
Albuquerque, NM 87103
NMDWS.EconomicResearch@dws.nm.gov**

Published September 2025

**For program funding visit
<https://www.dws.state.nm.us/funding>**



POPULATION 4

Population and Population Change	5
Components of Population Change	6
Population Movement.	7
Median Age and Population by Age Group.	8
Population and Change by Race and Ethnicity	9
Population Living with a Disability	10
Veteran Population	11
Population in Poverty	12

EDUCATION 13

Educational Attainment and Change.	14
Graduation Rates	15
Higher Education Program Completers.	16
Labor Force Participation by Educational Attainment Level	17
Unemployment by Educational Attainment Level.	18

LABOR FORCE AND UNEMPLOYMENT 19

Labor Force Participation and Unemployment	20
County Unemployment Rates	21
Labor Force and Unemployment Rates by Race and Ethnicity.	23
Labor Force and Unemployment of the Population Living with a Disability	24
Labor Force and Unemployment of the Veteran Population	25
Labor Force and Unemployment of the Population Living in Poverty	26
Labor Force and Unemployment of Youth	27

EMPLOYMENT AND INDUSTRY 28

Change in Employment	29
Change in Employment by County.	30
Industry Growth	31
Industry Composition	32
Industry Concentration	33
Occupational Composition	34
Most Common Occupations	35

EMPLOYMENT PROJECTIONS 36

Projected Growth by Industry	37
Projected Growth by Occupation	38
Projected Annual Job Openings	39
Projected Growth by Detailed Occupation	40

EARNINGS, INCOME, AND WAGES 41

Median Earnings	42
Earnings by Educational Attainment Level and Sex	43
Household Income	44
Industry Wages	45
Occupational Wages	46

Population



WHY LOOK AT POPULATION?

Population estimates, and the characteristics of a population, are fundamental measures for assessing an area's economy. Population and its characteristics tell a story of not just what the local community looks like, but also the economic activity that can and will be generated from that population. Economic mobility, purchasing power, and demand for public services can all be evaluated with an understanding of an area's population. And as populations evolve and change, data will help determine what business and policy investments can be made to support the current well-being and future opportunities available to that population.

AN OVERVIEW FOR NEW MEXICO

New Mexico's population in 2024 was 2,130,256, an increase of 1.6 percent from 2019. The nation's population during that same time increased by 3.6 percent.

Population growth in New Mexico between 2019 and 2024 was entirely driven by people moving to the state from another country. Between 2010 and the first quarter of 2024, more people left New Mexico to work elsewhere than the number of workers who moved to New Mexico from another state.

Compared to the U.S., New Mexico's population is older and has slower growth in the number of wThe median age of New Mexico's population was slightly higher and the number of New Mexicans aged 65 years and older grew more quickly than the U.S. The number of persons in the prime working age group of 25 to 54 increased by 3.3 percent from 2019 to 2024 in the United States, while in New Mexico the number of persons in this age group increased by 2.6 percent.

New Mexico is a minority-majority state, with 49.1 percent of all New Mexicans identifying as Hispanic or Latino, the highest among all states in the nation. New Mexicans identifying as American Indian and Alaska Native represented 11.4 percent of the state's population, the second highest share in the country, following Alaska.

In 2023, New Mexico had a higher share of persons living with a disability and living in poverty compared to the U.S. Those differences were 3.7 percentage points and 5.7 percentage points, respectively. New Mexico's share of veterans (8.2 percent) was also higher than the U.S. average.

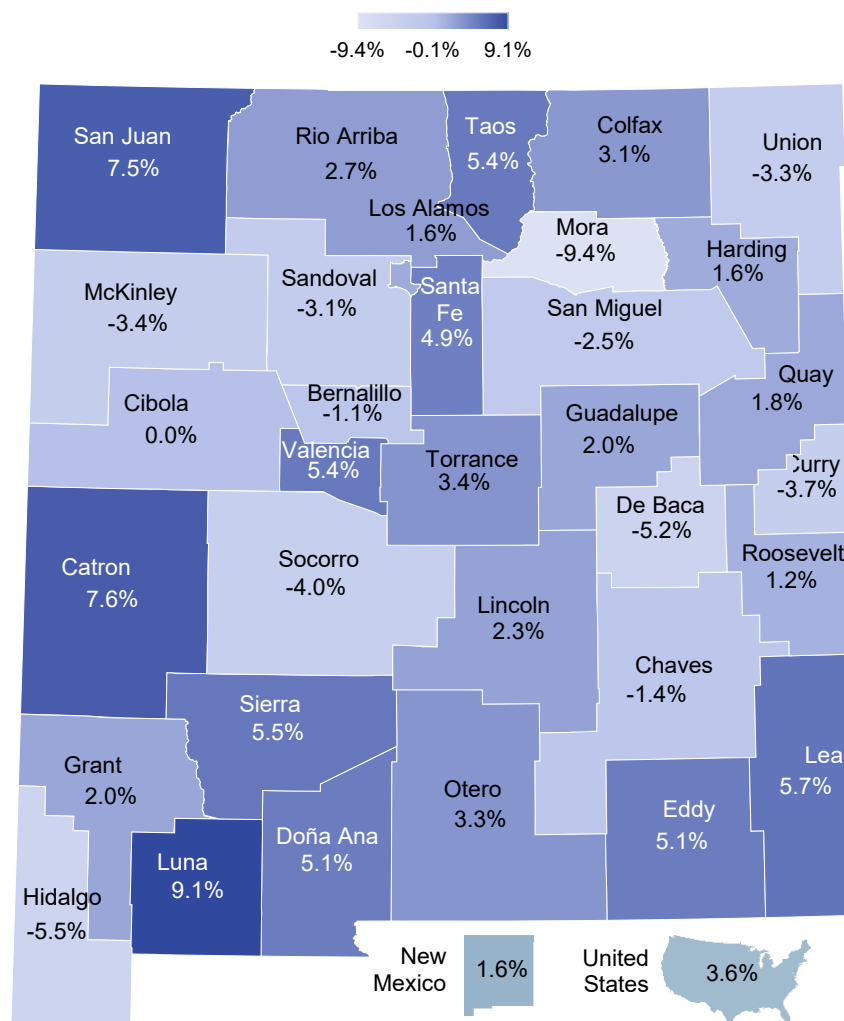
Population

POPULATION AND POPULATION CHANGE

New Mexico's total population in 2024 was estimated at 2,130,256 persons, with nearly one out of three people living in Bernalillo County. The county with the next highest share of population was Doña Ana, which had 10.8 percent of the state's population, followed by Santa Fe and Sandoval (7.4 percent each). The least populated county was Harding, which only had 635 residents.

From 2019 to 2024 New Mexico's population grew at a slower rate (1.6 percent) than the nation's population (3.6 percent). Population growth occurred in 22 of the 33 counties, with Doña Ana County increasing the most (11,171) and Luna County increasing the fastest (9.1 percent). Bernalillo County lost the most (7,374) while Mora County declined the fastest (9.4 percent).

Change in Population 2019 - 2024



2024 Population

New Mexico	2,130,256	% of Total
Bernalillo	671,747	31.5%
Doña Ana	229,366	10.8%
Santa Fe	157,765	7.4%
Sandoval	157,757	7.4%
San Juan	120,817	5.7%
Valencia	80,813	3.8%
Lea	75,151	3.5%
Otero	69,711	3.3%
McKinley	68,945	3.2%
Chaves	63,697	3.0%
Eddy	61,436	2.9%
Curry	47,156	2.2%
Rio Arriba	39,955	1.9%
Taos	34,482	1.6%
Grant	27,541	1.3%
Cibola	26,686	1.3%
San Miguel	26,428	1.2%
Luna	25,878	1.2%
Lincoln	20,025	0.9%
Los Alamos	19,675	0.9%
Roosevelt	18,713	0.9%
Torrance	15,986	0.8%
Socorro	15,967	0.7%
Colfax	12,307	0.6%
Sierra	11,389	0.5%
Quay	8,403	0.4%
Guadalupe	4,385	0.2%
Mora	4,096	0.2%
Hidalgo	3,966	0.2%
Union	3,926	0.2%
Catron	3,795	0.2%
De Baca	1,657	0.1%
Harding	635	0.0%

Data Source

U.S. Census Bureau, County Population Totals: 2010 – 2019 [County Population Totals: 2010-2019 \(census.gov\)](#) and 2020–2024 [County Population Totals: 2020-2024 \(census.gov\)](#).

Population

COMPONENTS OF POPULATION CHANGE

New Mexico's population growth between 2019 and 2024 was entirely driven by international migration. Since 2019, the natural decrease of the population was estimated at 4,958 people, the result of 113,730 births and 118,688 deaths. Net migration increased by 21,551 people and was comprised of domestic migration (where more people left New Mexico to move to another state, for a loss of 10,120) and international migration (where more people moved into New Mexico from outside of the U.S., with a gain of 31,671).

Of all counties in New Mexico, Doña Ana had the largest population increase, growing by 10,717, with 8,301 from positive net migration and a gain of 2,328 from natural change. Sandoval had the second largest population increase, with growth in net migration and a decrease in natural change. Only five counties in New Mexico— Doña Ana, Lea, Los Alamos, Luna, and Otero—had population increases in both net migration and natural change.

Bernalillo County had the largest loss in domestic migration (13,614), followed by McKinley County (4,320) and Curry County (3,551). Santa Fe County had the greatest decline in natural change, where deaths outnumbered births by 1,896. Of New Mexico's 33 counties, nine had losses in both natural change and net migration.

Data Source

U.S. Census Bureau, County Population Totals: 2010 – 2019, [County Population Totals: 2010-2019 \(census.gov\)](#) and 2020 – 2024, [County Population Totals: 2020-2024 \(census.gov\)](#).

Components of Population Change

Cumulative, July 1, 2019 to July 1, 2024

	Total Change	Natural Change-->			Net Migration-->		
		Total	Births	Deaths	Total	Intern'l	Domestic
New Mexico	16,789	-4,958	113,730	118,688	21,551	31,671	-10,120
Bernalillo	-3,612	-1,532	34,782	36,314	-2,227	11,387	-13,614
Catron	188	-241	73	314	429	27	402
Chaves	-1,398	3	3,964	3,961	-1,448	613	-2,061
Cibola	-457	-375	1,344	1,719	-79	118	-197
Colfax	-206	-388	497	885	201	172	29
Curry	-1,659	1,369	4,004	2,635	-3,010	541	-3,551
De Baca	-71	-77	76	153	9	1	8
Doña Ana	10,717	2,328	13,244	10,916	8,301	4,142	4,159
Eddy	-153	631	4,061	3,430	-741	738	-1,479
Grant	-962	-943	1,226	2,169	10	218	-208
Guadalupe	-103	-109	167	276	2	93	-91
Harding	-44	-32	23	55	-12	3	-15
Hidalgo	-244	-86	200	286	-157	45	-202
Lea	2,221	2,017	5,430	3,413	209	3,594	-3,385
Lincoln	-183	-576	854	1,430	407	63	344
Los Alamos	634	98	855	757	518	668	-150
Luna	288	6	1,838	1,832	257	605	-348
McKinley	-4,496	-666	4,110	4,776	-3,887	433	-4,320
Mora	-55	-103	175	278	50	0	50
Otero	2,706	447	4,230	3,783	2,260	1,748	512
Quay	-326	-363	380	743	34	14	20
Rio Arriba	-502	-715	2,132	2,847	208	502	-294
Roosevelt	-739	213	1,229	1,016	-947	54	-1,001
Sandoval	10,570	-605	6,844	7,449	11,155	1,032	10,123
San Juan	-2,395	-420	7,082	7,502	-2,007	591	-2,598
San Miguel	-975	-633	1,148	1,781	-347	147	-494
Santa Fe	3,536	-1,896	5,918	7,814	5,506	3,184	2,322
Sierra	-345	-957	448	1,405	615	7	608
Socorro	-701	-185	834	1,019	-509	92	-601
Taos	15	-806	1,275	2,081	841	331	510
Torrance	888	-188	808	996	1,087	41	1,046
Union	-207	-110	191	301	-93	1	-94
Valencia	4,859	-64	4,288	4,352	4,916	466	4,450

Total change includes residual, which is the change that cannot be attributed to any specific component.

Population

POPULATION MOVEMENT

During 2023, 87.8 percent of New Mexicans one year old or older did not change residences, slightly higher than the national rate of 87.3 percent. The percentage of New Mexicans who moved from another state was slightly higher than the national average (3.1 and 2.3 percent, respectively). The percentage of those who stayed but moved within New Mexico (8.6 percent) was lower than the national rate (9.8 percent) of within-state movers.

Census Bureau Job-to-Job data provides information on worker movement between states. Between 2010 and the first quarter of 2024 (the most recent data available), more people left New Mexico to work elsewhere than the number of workers who moved to New Mexico from another state. This left the state with a negative net worker migration of 16,139 individuals. Since 2010, net migration has been negative in every year except 2019, 2023, and the first quarter of 2024.

Data Source

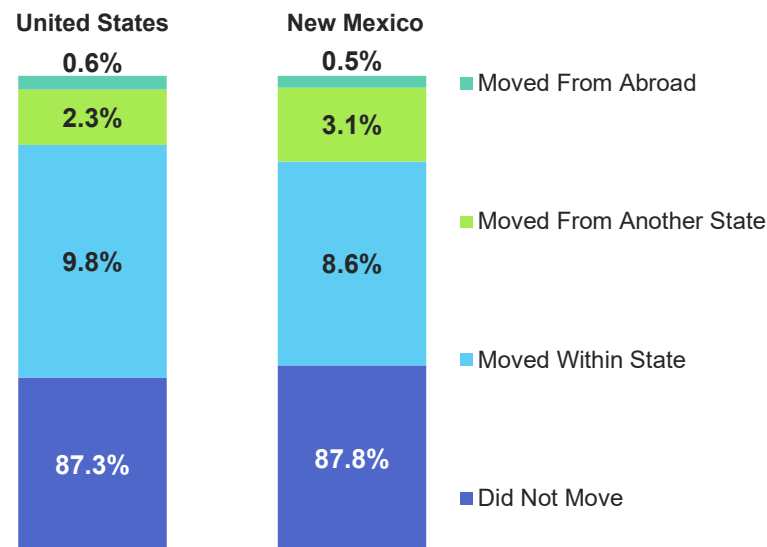
Migration of the Population

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table B07001: Geographical Mobility in the Past Year by Age for Current Residence in the United States, <https://data.census.gov/>. Data are for the population one year old or older. Data differ from Census components of population change, as migration of the population presented in this chart measures movement in the last year and movement into the state only. Methodological differences exist between data sources. For more information, visit www.data.census.gov.

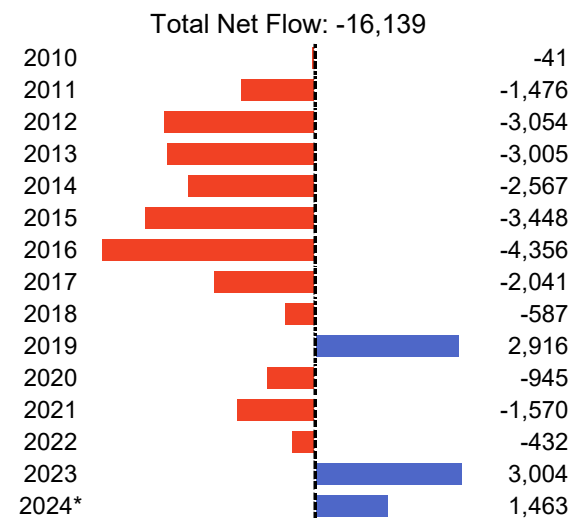
Net Worker Flows

U.S. Census Bureau, Center for Economic Studies, Longitudinal Employer-Household Dynamics program, <https://lehd.ces.census.gov/>. Note: Job-to-job data measure job-to-job movement of people who experienced little to no nonemployment between jobs. Nonemployment can be a period of unemployment or a period where a person was not looking for employment (i.e., not in the labor force). Data, therefore, are not a complete count of workers entering and leaving the state. Data are not seasonally adjusted. *2024 data are for the first quarter only.

Migration of the Population (% of Total) 2023



Net Worker Flows, 2010–2024



* Data for the first quarter 2024 only

Population

MEDIAN AGE AND POPULATION BY AGE GROUP

In 2024, the median age of New Mexico's population was 39.7 years, slightly higher than the national median of 39.1. The county with the oldest median age was Catron (62.7 years), while the county with the youngest median age was Roosevelt (31.6 years).

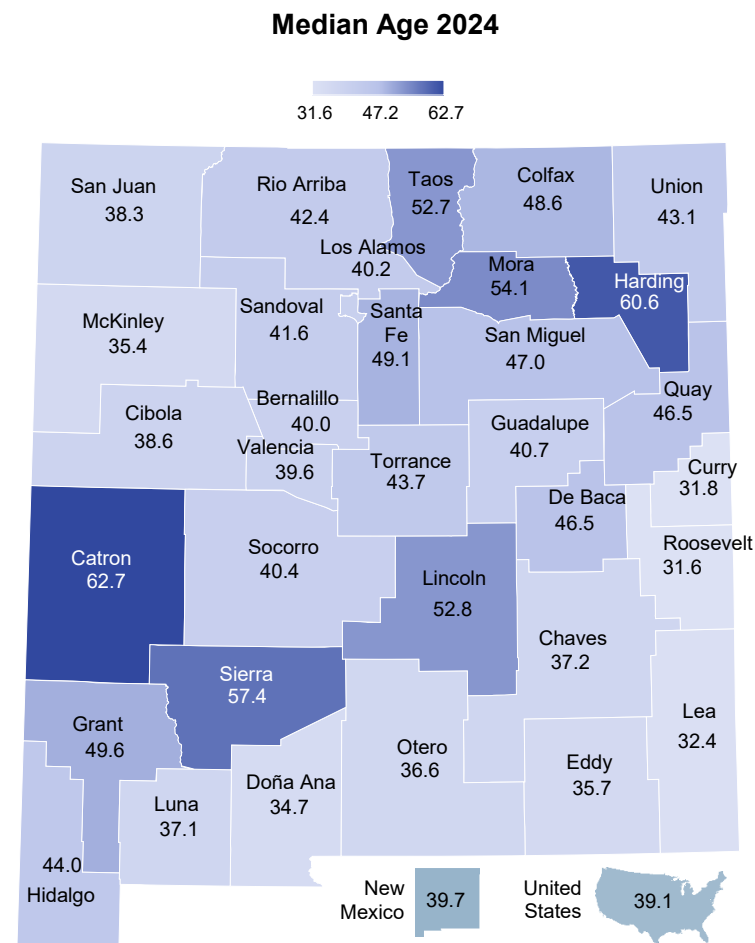
Between 2019 and 2024, the number of people 65 years old and over increased in both New Mexico and the U.S, which is expected as Baby Boomers age. In New Mexico, the population of those 75 years old and older increased faster (19.0 percent) than the U.S. average (14.0 percent).

The number of persons in the prime working age group of 25 to 54 increased by 3.3 percent from 2019 to 2024 in the United States, while in New Mexico the number of persons in this age group increased by just over 20,000 people, or 2.6 percent.

The largest declining population in New Mexico were for children under 5 years of age (11.3 percent). For both the U.S. and New Mexico, the number of children aged 14 or younger declined, but New Mexico's rate (8.3 percent) declined at a faster rate than the U.S. rate, which fell by 1.4 percent.

Population by Age Group and Change 2019–2024				
U.S. 2024 Pop.		Numeric/Percentage Growth From 2019		
Total	340,110,988	11,871,465		3.6%
Under 5	18,599,314	-977,369		-5.0%
5 to 14	41,098,826	104,663		0.3%
15 to 24	44,797,761	2,110,251		4.9%
25 to 34	46,453,864	513,543		1.1%
35 to 44	45,539,224	3,880,080		9.3%
45 to 54	40,780,356	-94,546		-0.2%
55 to 64	41,661,725	-786,812		-1.9%
65 to 74	35,444,962	3,961,529		12.6%
75+	25,734,956	3,160,126		14.0%

NM 2024 Pop.		Numeric/Percentage Growth From 2019		
Total	2,130,256	33,427		1.6%
Under 5	107,321	-13,665		-11.3%
5 to 14	253,331	-18,937		-7.0%
15 to 24	291,536	13,077		4.7%
25 to 34	280,468	-3,619		-1.3%
35 to 44	277,484	22,638		8.9%
45 to 54	237,034	1,378		0.6%
55 to 64	253,501	-19,420		-7.1%
65 to 74	247,437	22,954		10.2%
75+	182,144	29,021		19.0%



Data Source

U.S. Census Bureau, Population by Characteristics, 2020–2024 ([State Population by Characteristics: 2020–2024](#) and [National Population by Characteristics: 2020–2024](#)) and [2010–2019](#) ([State Population by Characteristics: 2010–2019](#) and [National Population by Characteristics: 2010–2019](#)).

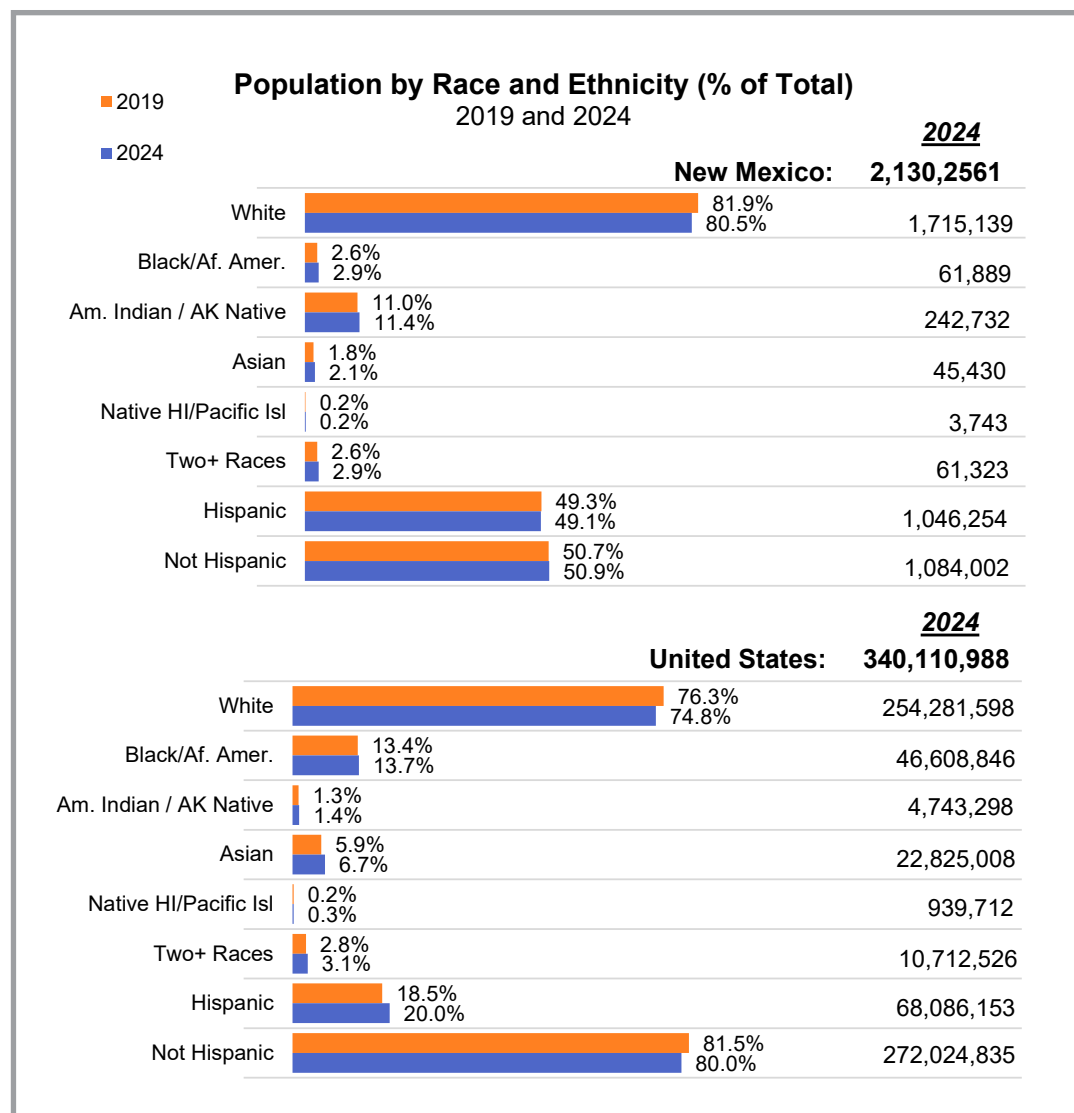
Population

POPULATION AND CHANGE BY RACE AND ETHNICITY

New Mexicans who identified as Hispanic comprised a much larger share of the population in New Mexico than in the U.S. In New Mexico, 49.1 percent of the population identified as Hispanic/Latino ethnicity (of any race) in 2024, compared to 20.0 percent of the U.S. New Mexico has the largest Hispanic/Latino concentration of all U.S. states, followed by California (40.8 percent), Texas (40.3 percent), and Arizona (32.1 percent).

When looking at race, persons identifying as American Indian and Alaska Native represented 11.4 percent of the state's population, the second highest in the country. Alaska had the highest share at 15.5 percent and Oklahoma, at 9.6 percent, had the third highest. The national average was 1.4 percent. Persons identifying as Black or African American, Asian, Native Hawaiian or Pacific Islander, or two or more races represented a larger share in the U.S. than in New Mexico.

Although the number of Hispanics in New Mexico increased from 2019 to 2024, the share of the total population declined by 0.2 percentage points. Persons identifying as American Indian and Alaska Native increased by 5.6 percent since 2019, an increase in the share of the total by 0.4 percentage points. The number and share of those identifying as White declined in both New Mexico and the U.S.



Data Source

U.S. Census Bureau, Population by Characteristics, 2020–2024 ([State Population by Characteristics: 2020-2024](#) and [National Population by Characteristics: 2020-2024](#)) and 2010–2019 ([State Population by Characteristics: 2010-2019](#) and [National Population by Characteristics: 2010-2019](#)).

Population

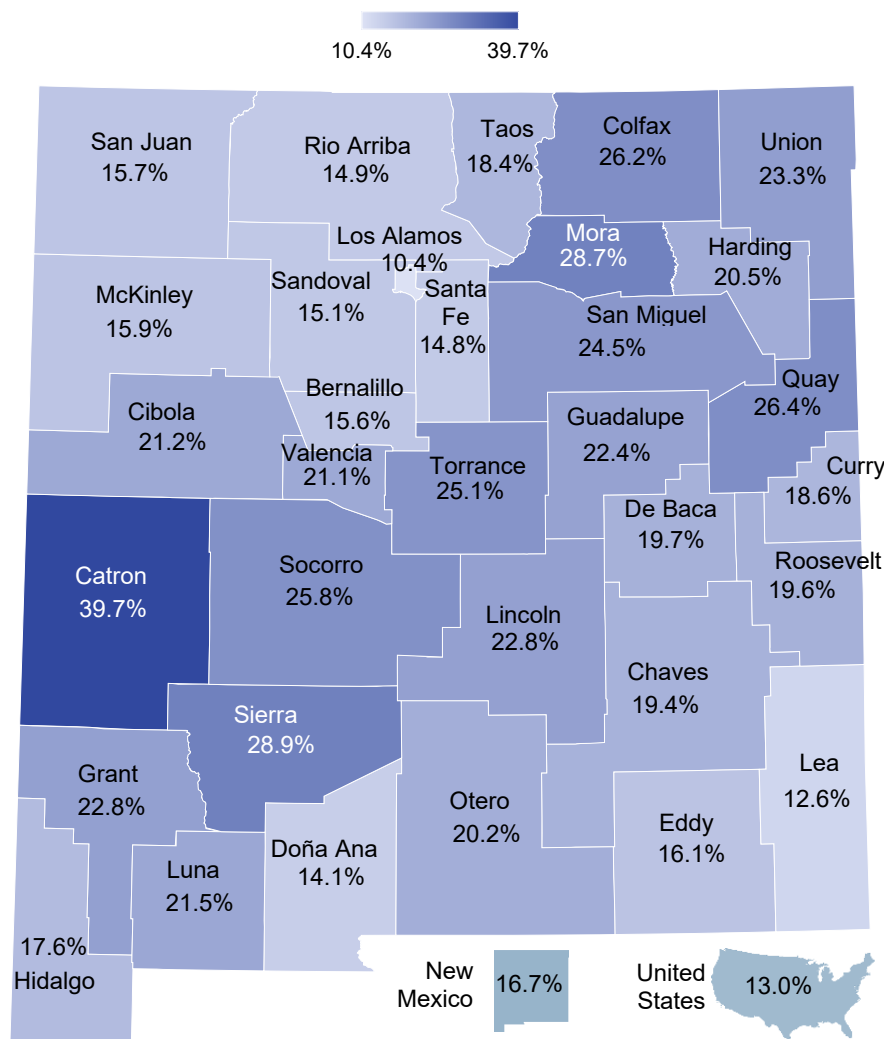
POPULATION LIVING WITH A DISABILITY

As of 2023, there were approximately 346,122 persons in New Mexico who reported living with a disability. This represented 16.7 percent of New Mexico's total population, a share that was 3.7 percentage points greater than the U.S. share of 11.9 percent.

At 10.4 percent, Los Alamos had the lowest concentration of those living with a disability and Catron had the highest (39.7 percent).

Additional counties in which people with a disability represented at least one-quarter of the population include Mora, Sierra, Quay, Colfax, Socorro, and Torrance. Besides Los Alamos, eight other counties reported less than 16 percent of their respective populations having a disability—McKinley, Bernalillo, Sandoval, San Juan, Rio Arriba, Santa Fe, Doña Ana, and Lea.

Population Living with a Disability 2023



2023 Population with a Disability

United States	42,703,063
New Mexico	346,122
Bernalillo	103,996
Doña Ana	30,716
Santa Fe	22,820
Sandoval	22,782
San Juan	18,800
Valencia	15,997
Otero	12,480
Chaves	12,256
McKinley	11,259
Eddy	9,742
Lea	8,973
Curry	8,120
San Miguel	6,531
Taos	6,317
Grant	6,250
Rio Arriba	5,974
Cibola	5,411
Luna	5,393
Lincoln	4,568
Socorro	4,144
Torrance	3,823
Roosevelt	3,649
Sierra	3,253
Colfax	3,071
Quay	2,252
Los Alamos	1,995
Catron	1,461
Mora	1,198
Guadalupe	880
Union	842
Hidalgo	708
De Baca	308
Harding	153

Data Source

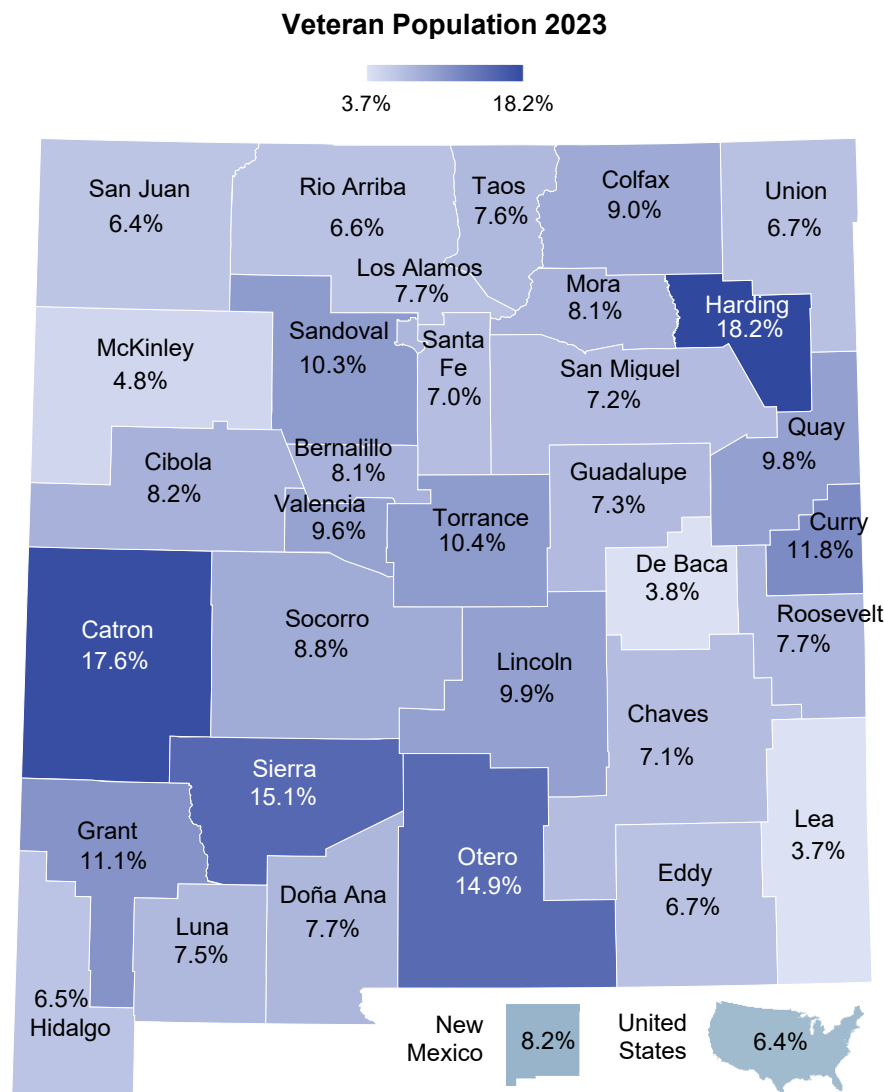
U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table B18101: Sex by Age by Disability Status, <https://data.census.gov>.

Population

VETERAN POPULATION

As of 2023, there were 133,239 veterans in New Mexico. This represented 8.2 percent of New Mexico's total population 18 years old and older, a share that was 1.8 percentage points larger than the U.S. share of 6.4 percent.

The concentration of veterans in New Mexico's counties ranged from a low of 3.7 percent (Lea) to a high of 18.2 percent (Harding). The veteran population exceeded 15.0 percent of the total population in two other counties besides Harding—Catron and Sierra. White Sands Missile Range and Holloman Air Force Base, both located at or near Otero County (14.9 percent) likely contributed to that county's large concentration of veterans, as well as the high concentration in Sierra County, its neighbor.



2023 Veteran Population

United States	16,569,149
New Mexico	133,239
Bernalillo	43,238
Doña Ana	13,007
Sandoval	12,167
Santa Fe	9,062
Otero	7,257
San Juan	5,748
Valencia	5,716
Curry	3,707
Chaves	3,437
Eddy	3,003
Grant	2,527
McKinley	2,449
Taos	2,189
Rio Arriba	2,060
Lea	1,908
Cibola	1,703
Lincoln	1,657
San Miguel	1,629
Sierra	1,469
Luna	1,413
Torrance	1,257
Los Alamos	1,169
Socorro	1,115
Roosevelt	1,073
Colfax	910
Quay	671
Catron	587
Mora	292
Guadalupe	250
Union	212
Hidalgo	207
Harding	104
De Baca	46

Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table S2101: Veteran Status, <https://data.census.gov>. Data measures the percentage of the civilian population 18 years old and over who previously served in the military.

Population

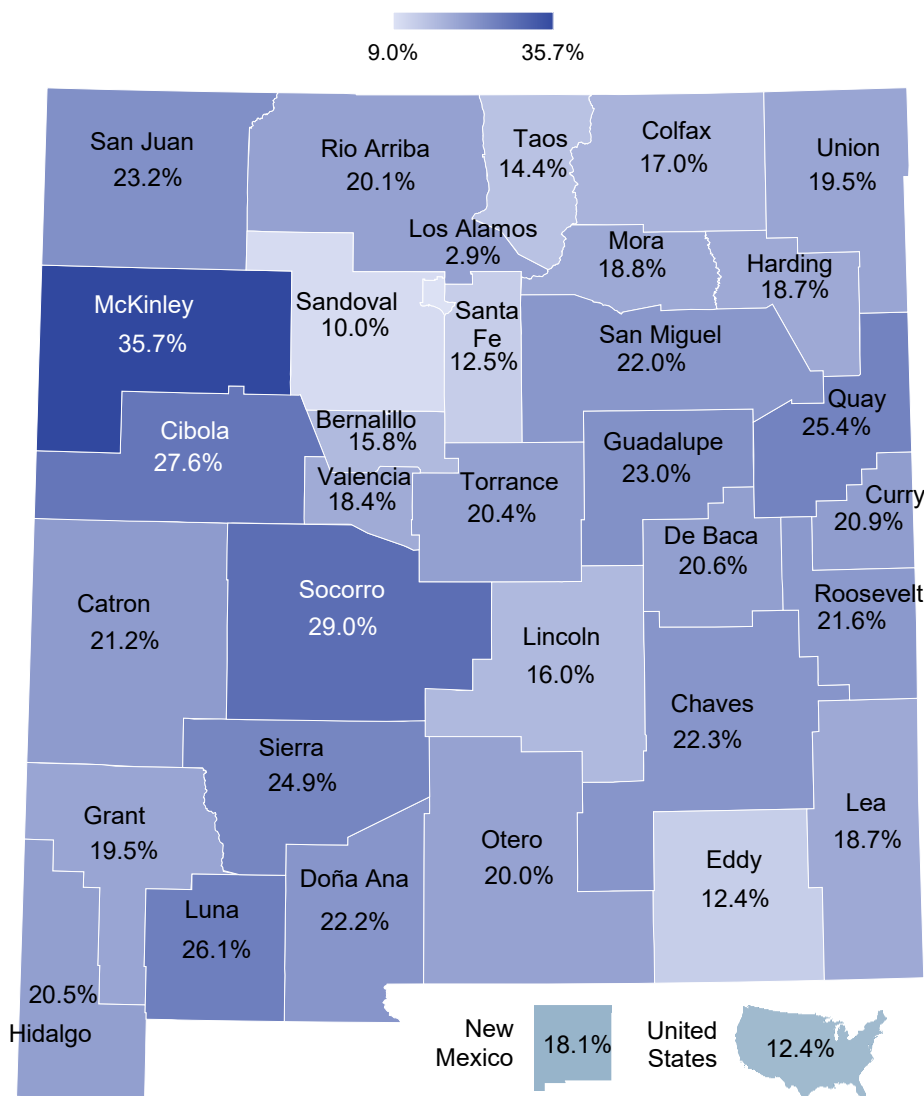
POPULATION IN POVERTY

As of 2023, there were 375,381 persons living below the federal poverty level in New Mexico. This represented 18.1 percent of New Mexico's total population, a share that was 5.7 percentage points greater than the U.S. share of 12.4 percent. New Mexico had the third highest poverty rate in the country, after Mississippi (19.1 percent) and Louisiana (18.9 percent).

The share of persons living in poverty in New Mexico's counties ranged from 2.9 percent in Los Alamos to a high of 35.7 percent in McKinley. Besides McKinley, at least one in four persons lived in poverty in 2023 in the counties of Quay, Luna, Cibola, and Socorro.

Only three New Mexico counties had a share smaller or equal to the U.S. rate of persons living in poverty. Besides Los Alamos, they included Sandoval and Eddy.

Population Living in Poverty 2023



2023 Population Living in Poverty

United States	40,390,045
New Mexico	375,381
Bernalillo	105,164
Doña Ana	47,947
San Juan	27,779
McKinley	25,117
Santa Fe	19,103
Sandoval	15,123
Valencia	13,941
Chaves	13,763
Lea	13,178
Otero	12,903
Curry	9,743
Rio Arriba	8,033
Eddy	7,519
Cibola	7,041
Luna	6,517
San Miguel	5,689
Grant	5,273
Taos	4,943
Socorro	4,502
Roosevelt	3,856
Lincoln	3,205
Torrance	3,100
Sierra	2,810
Quay	2,138
Colfax	1,985
Guadalupe	904
Hidalgo	823
Mora	782
Catron	772
Union	702
Los Alamos	564
De Baca	322
Harding	140

Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table S1701: Poverty Status in the Past 12 Months, <https://data.census.gov>. Data measure poverty status over the last 12 months for those surveyed.

Education



THE IMPORTANCE OF EDUCATION IN WORKFORCE DEVELOPMENT

Educational attainment is important for the overall economic success of New Mexico. A more educated and skilled workforce assists in developing, staffing, retaining, and supporting businesses that provide better employment opportunities. For their part, communities must foster a healthy business environment and provide competitive employment opportunities so that they can retain, and attract new, skilled residents. Though increasing the educational attainment levels of a population is a large task requiring a multifaceted approach, higher educational attainment levels typically correlate with higher incomes, lower poverty rates, and lower unemployment.

AN OVERVIEW FOR NEW MEXICO

Overall, the educational attainment of New Mexico's population is lower than the educational attainment of the country. The share of the New Mexico population 25 years old and over who had not completed high school as of 2023 was 12.3 percent, a share that was 1.7 percentage points higher than the U.S. share of 10.6 percent. Persons with a bachelor's degree or more comprised 30.2 percent of the state's population, a share that was 4.8 percentage points lower than the U.S. share of 35.0 percent.

The good news is that the educational attainment of New Mexico's population has been increasing in recent years. The share of the population with an associate degree all the way up to a graduate or professional degree has increased between 2019 and 2023, while the share with less than a high school diploma or equivalent has fallen.

The state's graduation rates have increased since 2019. The graduation rate of students who were expected to graduate in 2024 was 78.1 percent, an increase of 3.1 percentage points from the cohort of students who were expected to graduate in 2019. Graduation rates increased the most for Native Americans (of the racial and ethnic groups) and English language learners (of the non-race/ethnicity categories). The graduation rate of African American students was the lowest of the racial/ethnic groups but increased by 2.3 percentage points between the 2019 and 2024 cohorts.

As educational attainment increases, labor force participation rates rise, and unemployment rates fall. New Mexicans with a bachelor's degree or higher were the most likely to participate in the labor force, and this group was also the least likely to be unemployed. The opposite is true of people who had not completed high school.

Education

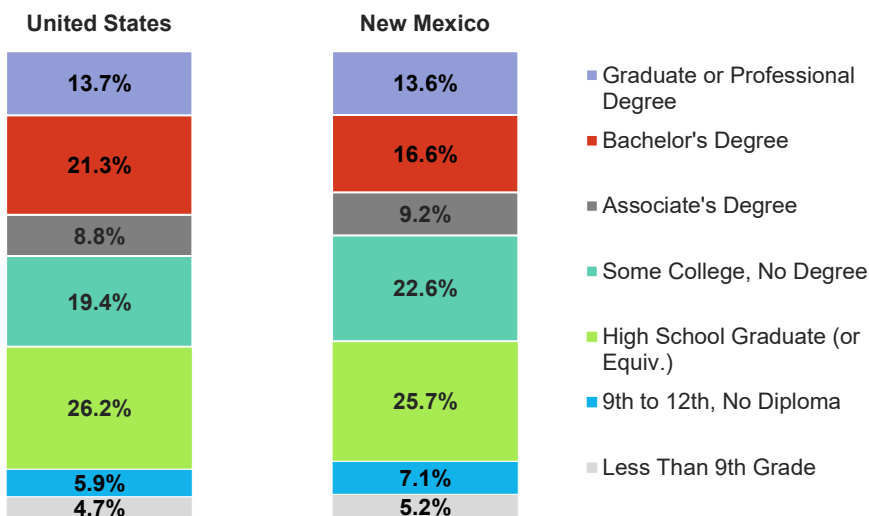
EDUCATIONAL ATTAINMENT AND CHANGE

The educational attainment of New Mexicans is below the national average. The share of the New Mexico population that had not completed high school as of 2023 was 12.3 percent, a share that was 1.7 percentage points higher than the U.S. share of 10.6 percent. About 25.7 percent of the state's population had completed high school as of 2023, compared to 26.2 percent of the U.S. Persons with a bachelor's degree or more comprised 30.2 percent of the state's population, a share that was 4.8 percentage points lower than the U.S. share of 35.0 percent.

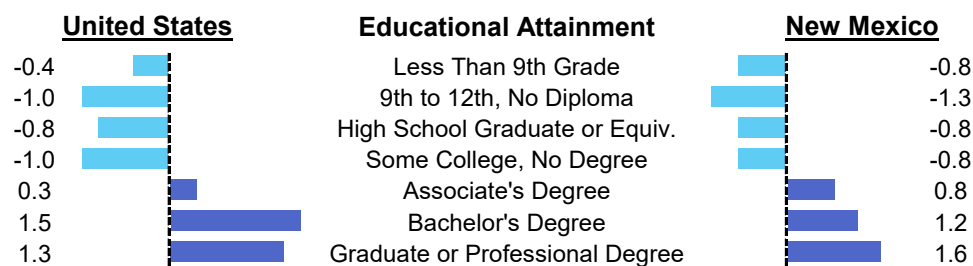
The share of the New Mexico population that had attained a mid-level of education (some college or an associate's degree, at 31.8 percent) was 3.6 percentage points higher than the share of the U.S. population (28.2 percent).

The education level attained by New Mexico's population has increased in recent years, but at a rate lower than that of the U.S. Between 2019 and 2023, the share of the New Mexico population with an associate's degree or higher increased from 35.8 percent to 39.4 percent, an increase of 3.6 percentage points, while the share for the U.S. increased from 40.7 percent to 43.8 percent, an increase of 3.1 percentage points. New Mexicans who did not graduate high school fell from 14.4 percent of the population to 12.3 percent, a decrease of 2.1 percentage points, while the U.S. rate fell from 12.0 percent to 10.6 percent, a decrease of 1.4 percentage points.

Population by Educational Attainment Level (% of Total)



Percentage Point Change in Population by Educational Attainment Level, 2019–2023



Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table S1501: Educational Attainment, <https://data.census.gov/>. Data are for persons 25 years old and older.

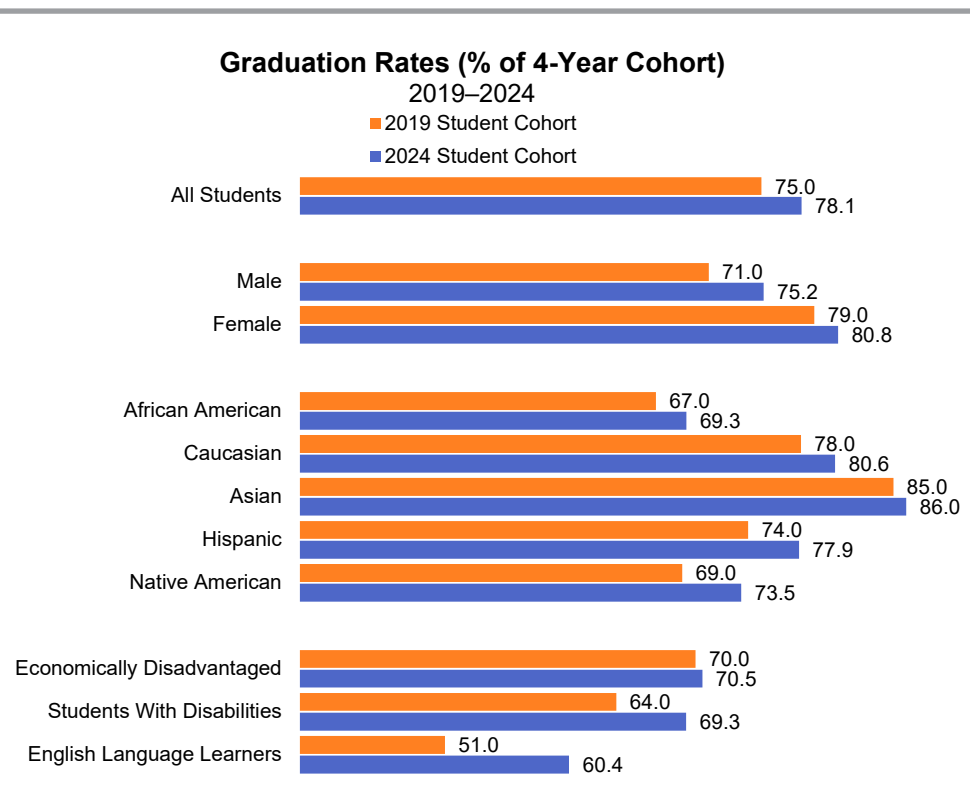
Education

GRADUATION RATES

According to the New Mexico Public Education Department, the graduation rate of students who were expected to graduate in 2024 was 78.1 percent, an increase of 3.1 percentage points from the cohort of students who were expected to graduate in 2019.

Graduation rates for all racial and ethnic groups increased between the two cohorts. The largest increase in graduation rates (4.5 percentage points) occurred for Native American students, followed by Hispanic students (3.8 percentage points). Looking at the three non-race/ethnicity categories that are measured, English language learners increased by 9.4 percentage points, while the graduation rates for students with disabilities increased to 69.3 percent. Graduation rates for students who were economically disadvantaged increased by half of one percentage point between the 2019 and the 2024 cohort.

While graduation rates have increased between the two student cohorts, some subgroups still face greater challenges when it comes to completing high school. In 2024, a larger share of female students graduated in four years than male students (80.8 percent and 75.2 percent, respectively). The graduation rate for African American students was 69.3 percent in 2024, the lowest among all races and ethnicities, followed by Native American students (73.5 percent). Students who were English Language Learners had the lowest graduation rate of all categories measured. Asians students in the 2024 cohort had the highest graduation rate.



Data Source

New Mexico Public Education Department, 4-Year Graduation Rates, <https://web.ped.nm.gov/bureaus/accountability/graduation-data/>. A student cohort is named by their expected graduation year.

Education

HIGHER EDUCATION PROGRAM COMPLETERS

Data on higher education program completers are useful in assessing at least a portion of the potential supply of workers in New Mexico. For the 2022–2023 school year, over 32,000 degrees and certificates of higher education were awarded by 43 New Mexico institutions tracked by the U.S. Department of Education. Central New Mexico Community College awarded 10,728 degrees and certificates during the 2022–2023 school year, the most of any institution, followed by the University of New Mexico’s main campus (4,970) and New Mexico State University’s main campus (3,357).

Higher Education Degrees/Certificates Awarded 2022-2023

Total Completers: 32,329

A Better U Beauty Barber Academy	39	New Mexico State University-Grants	91
Aveda Institute-New Mexico	95	New Mexico State University-Main Campus	3,357
Avenue Academy, A Cosmetology Institute	118	Northern New Mexico College	211
Brookline College-Albuquerque	216	Olympian Academy of Cosmetology	440
Burrell College of Osteopathic Medicine	134	Paul Mitchell the School-Albuquerque	98
Carrington College-Albuquerque	248	Pima Medical Institute-Albuquerque	409
Central New Mexico Community College	10,728	San Juan College	1,835
Clovis Community College	748	Santa Fe Community College	600
Eastern New Mexico University Ruidoso Branch Community College	92	Southeast New Mexico College	115
Eastern New Mexico University-Main Campus	1,330	Southwestern College	40
Eastern New Mexico University-Roswell Campus	535	Southwestern Indian Polytechnic Institute	53
Glitz School of Cosmetology	121	St. John's College	95
Institute of American Indian and Alaska Native Culture and Arts Development	70	University of New Mexico-Gallup Campus	363
Luna Community College	149	University of New Mexico-Los Alamos Campus	65
Mesalands Community College	299	University of New Mexico-Main Campus	4,970
Navajo Technical University	168	University of New Mexico-Taos Campus	109
New Mexico Highlands University	807	University of New Mexico-Valencia County Campus	116
New Mexico Institute of Mining and Technology	356	University of the Southwest	290
New Mexico Junior College	381	Urban Academy of Beauty	7
New Mexico Military Institute	125	Vogue College of Cosmetology-Santa Fe	47
New Mexico State University-Alamogordo	86	Western New Mexico University	876
New Mexico State University-Doña Ana	1,297		

Data Source

National Center for Education Statistics, Integrated Postsecondary Education Data System, <https://nces.ed.gov/ipeds/>.

Education

LABOR FORCE PARTICIPATION BY EDUCATIONAL ATTAINMENT LEVEL

As of 2023, 73.0 percent of New Mexico's civilian noninstitutionalized population between the ages of 25 and 64 participated in the labor force. This rate was 5.9 percentage points lower than the nation's rate of 78.9 percent. Labor force participation rates increased as educational attainment level increased, with 84.2 percent of persons with a bachelor's degree or more participating in the labor force in New Mexico in 2023. Persons with less than a high school diploma or equivalent certificate (e.g., GED) had the lowest labor force participation rate, at 56.5 percent. In the U.S., the labor force participation rate for those with a bachelor's degree or higher was 87.5 percent while the rate for those that did not graduate was 61.6 percent.

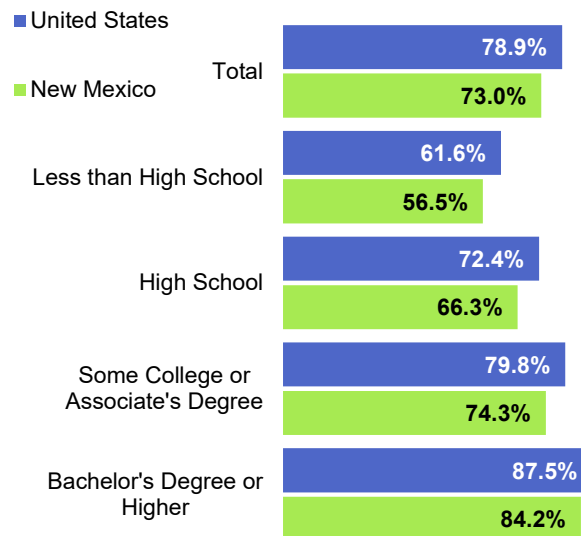
Since 2019, the labor force participation rate of New Mexico rose by 1.0 percentage point, while the U.S. increased by 0.9 percentage points. Between 2019 and 2023, the labor force participation rate for persons with a bachelor's degree or higher had the largest increase in participation, increasing by 1.4 percentage points for New Mexico and 0.8 percentage points for the United States. New Mexicans with a high school diploma or equivalent experienced a decrease in labor force participation rate since 2019, decreasing by 0.5 percent between 2019 and 2023, while the rate decreased by 0.1 percent for the U.S.

Data Source

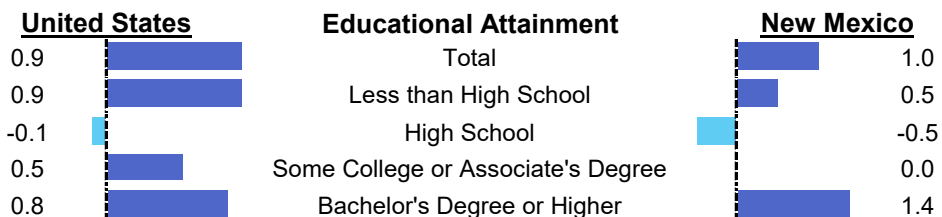
Source U.S. Census Bureau, 2019 and 2023 American Community Survey 5-Year Estimates, Table S2301: Employment Status, <https://data.census.gov>. Data are for the population 25 to 64 years old.

Labor Force Participation Rates by Educational Attainment

2023



Percentage Point Change in Labor Force Participation Rates by Educational Attainment Level, 2019–2023

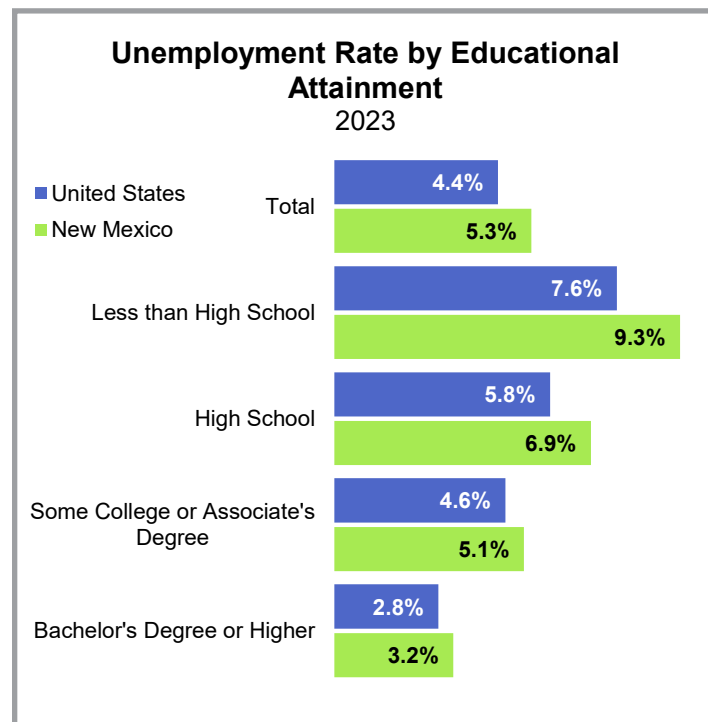


Education

UNEMPLOYMENT BY EDUCATIONAL ATTAINMENT LEVEL

New Mexico's unemployment rate in 2023 for persons between 25 to 64 years of age was 5.3 percent, 0.9 percentage points higher than the U.S. rate of 4.4 percent and 0.4 percentage points lower than the state's rate in 2019. The unemployment rate of New Mexicans with less than a high school diploma or equivalent certificate (e.g., GED) was 9.3 percent in 2023. This group also had the largest decrease in unemployment between 2019 and 2023, declining by 1.7 percentage points. Unemployment remained unchanged between 2019 and 2023 for individuals with a high school diploma or equivalent, while those with some college or associate's degree saw a 0.5 percentage point decrease in unemployment during the same period. The only group that experienced an increased unemployment rate from 2019 to 2023 was New Mexicans with a bachelor's degree or higher, increasing by three-tenths of a percentage point to 3.2 percent in 2023.

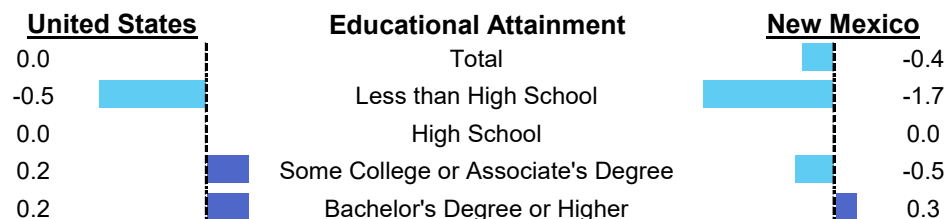
Since 2019, the U.S. unemployment rate has remained unchanged. Like New Mexico, the U.S. rate for individuals with a high school diploma remained unchanged since 2019, while those with less than high school declined the most.



Data Source

Source U.S. Census Bureau, 2019 and 2023 American Community Survey 5-Year Estimates, Table S2301: Employment Status, <https://data.census.gov>. Data are for the population 25 to 64 years old.

Percentage Point Change in Unemployment Rates by Educational Attainment Level, 2019–2023



Labor Force and Unemployment

WHAT TO KNOW WHEN EVALUATING THE LABOR FORCE AND UNEMPLOYMENT

Labor force participation and unemployment are some of the most used measures for evaluating the health of an area's economy. Typically, higher labor force participation rates and lower unemployment rates point towards a strong economy that is providing employment opportunities for the population. Poverty levels, demographics, educational attainment, and business climate are just a few variables that impact labor force participation and unemployment. These variables must be incorporated into any analysis of the employment situation of an area to fully understand the dynamics impacting an individual's ability and willingness to participate in the labor force and gain employment.

AN OVERVIEW FOR NEW MEXICO

The labor force participation rate, which measures the percentage of the population who are working or are unemployed and actively looking for work, has historically been lower in New Mexico than the U.S. In 2024, 57.6 percent of New Mexico's population 16 and older participated in the labor force, 5.0 percentage points lower than the U.S. rate of 62.6 percent.

New Mexico's unemployment rate has typically been higher than that of the U.S. In 2024, New Mexico's unemployment rate was 4.1 percent, 0.1 percentage points higher than the U.S. At 12.2 percent, Luna County had the highest unemployment rate in the state due to the highly seasonal agriculture industry. The good news is that all counties in the state experienced a decrease in unemployment rate (except for Sandoval County, which remained unchanged) between 2019 and 2024.

Some subsets of the population face greater barriers to employment. Overall:

- Of the racial and ethnic minority groups, persons identifying as Native American had the lowest labor force participation rate and second-highest unemployment rate in the state.
- New Mexico's population with a disability or disabilities were far less likely to participate in the labor force and more likely to be unemployed than persons without a disability.
- New Mexicans living in poverty had higher unemployment rates and lower labor force participation rates than those living above the poverty level.
- Almost half of out-of-school youth aged 16–19 was unemployed or not in the labor force.
- The unemployment rate for youth aged 20–24 was more than double the average unemployment rate for all ages.

Labor Force and Unemployment

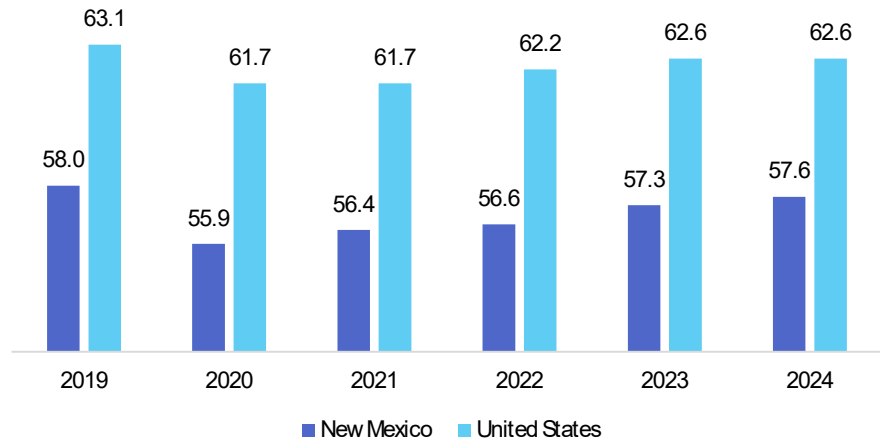
LABOR FORCE PARTICIPATION AND UNEMPLOYMENT

New Mexico's labor force participation rate has been lower than the U.S. since at least 1976. In 2024, 57.6 percent of New Mexico's population aged 16 and older participated in the labor force, 5.0 percentage points lower than the U.S. rate of 62.6 percent.

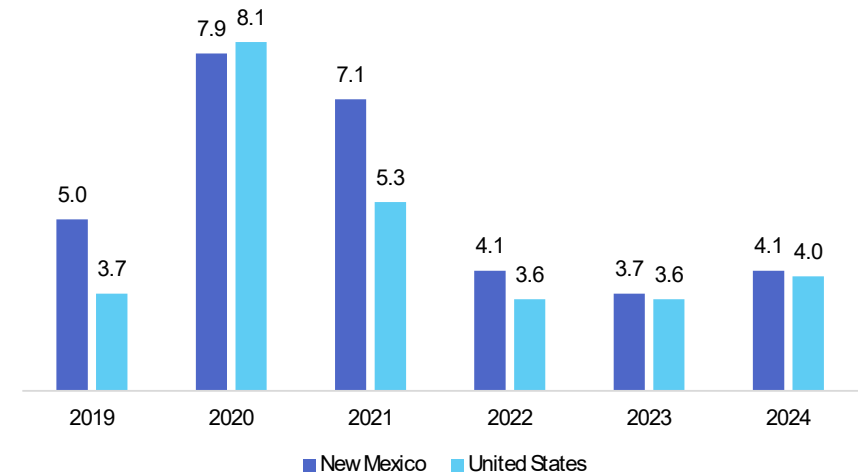
For both the U.S. and New Mexico, the decline in labor force participation rates since 2019 was primarily due to COVID-19. From 2019 to 2020, the labor force participation rate declined by 1.4 percentage points for the U.S. and 2.1 percentage points in New Mexico. The rates for both have not yet recovered to pre-pandemic levels. New Mexico's labor force participation rate in 2024 was 57.6 percent, 0.4 percentage points lower than the 2019 rate, while the U.S. rate was 0.5 percentage points lower than its pre-pandemic level.

In 2024, New Mexico's unemployment rate was 4.1 percent, 0.1 percentage point higher than the U.S. rate of 4.0 percent. Since 2019, New Mexico's unemployment rate decreased from 5.0 percent to 4.1 percent, a decrease of 0.9 percentage points, while the unemployment rate for the U.S. increased by 0.3 percentage points, from 3.7 percent to 4.0 percent.

Labor Force Participation Rates
2019–2024



Unemployment Rates
2019–2024



Data Source

NMDWS Economic Research and Analysis Bureau and the U.S. Bureau of Labor Statistics, Employment Status of the Civilian Noninstitutional Population, Annual Averages, www.jobs.state.nm.us/laus. Data measure the civilian noninstitutionalized population.

Labor Force and Unemployment

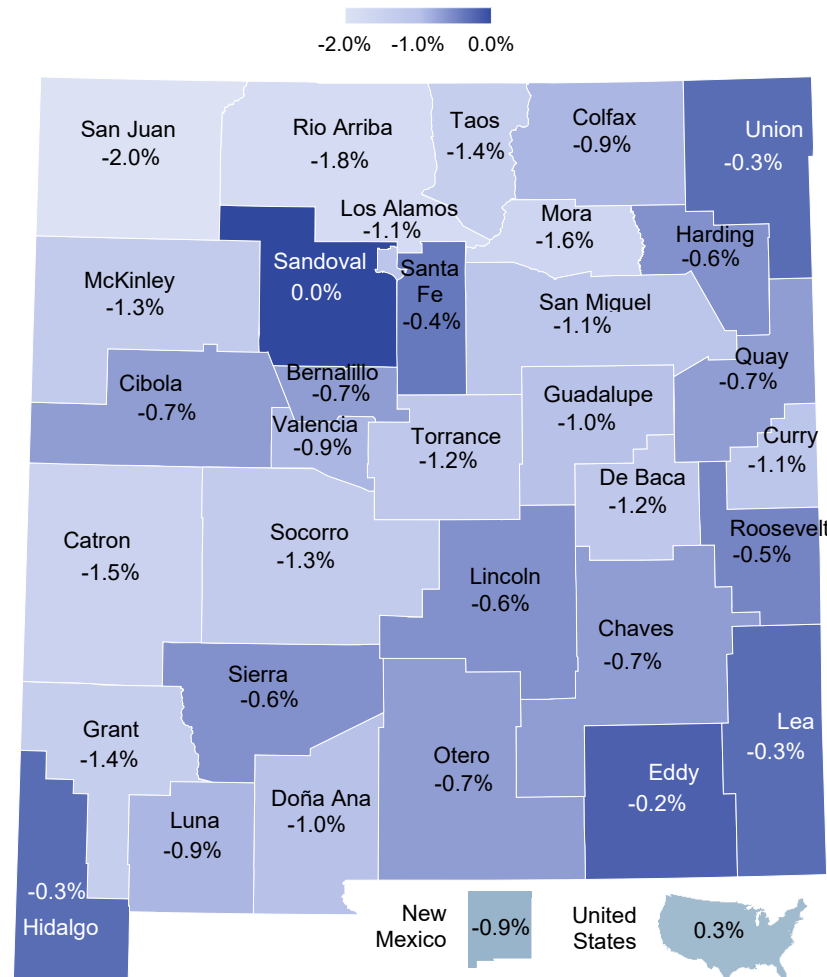
COUNTY UNEMPLOYMENT RATES

In 2024, the county with the lowest unemployment rate was Los Alamos (1.8 percent). Nine other New Mexico counties had an unemployment rate below the national rate of 4.0 percent. Nineteen counties had an unemployment rate above the state average of 4.1 percent.

At 12.2 percent, Luna County had the highest unemployment rate. Historically, Luna County has had high and volatile unemployment rates due to its dependence on the agricultural industry, which is seasonal. Sierra County had the next largest unemployment rate at 6.1 percent.

All New Mexico counties except for Sandoval County experienced a decrease in unemployment rate between 2019 and 2024. San Juan County had the largest decrease in the unemployment rate during that period and Sandoval County had no change.

Percentage Point Change in Unemployment Rate
2019–2024



2024 Unemployment Rate

United States	4.0%
New Mexico	4.1%
Luna	12.2%
Sierra	6.1%
Mora	6.0%
McKinley	5.6%
Catron	5.5%
Cibola	5.4%
Hidalgo	5.4%
Torrance	5.2%
Doña Ana	4.9%
Sandoval	4.8%
San Miguel	4.7%
Socorro	4.7%
Taos	4.7%
Guadalupe	4.5%
Lincoln	4.4%
Otero	4.4%
Valencia	4.4%
Colfax	4.2%
Grant	4.2%
Chaves	4.1%
De Baca	4.1%
Quay	4.1%
Rio Arriba	4.1%
Roosevelt	3.9%
San Juan	3.9%
Bernalillo	3.8%
Santa Fe	3.7%
Union	3.7%
Lea	3.5%
Curry	3.3%
Eddy	3.3%
Harding	3.3%
Los Alamos	1.8%

Data Source

NMDWS Economic Research and Analysis Bureau and the U.S. Bureau of Labor Statistics, Employment Status of the Civilian Noninstitutional Population, Annual Averages, www.jobs.state.nm.us/laus. Data measure the civilian noninstitutionalized population.

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT RATES BY RACE AND ETHNICITY

Native Americans had the lowest labor force participation rate of all races and ethnicities in New Mexico and in the U.S. The labor force participation rate of Native Americans in New Mexico in 2023 was 54.4 percent, 3.4 percentage points lower than the state average for all races and ethnicities. Asians had the state's highest labor force participation rate (67.8 percent), 10.0 percentage points higher than the statewide average.

New Mexico's labor force participation rate was lower than the U.S. for all ethnicities and races except for Asians and Black/African Americans. Hispanics and Latinos of all races had a labor force participation rate of 60.9 percent, 7.3 percentage points lower than the U.S. rate of 68.2 percent.

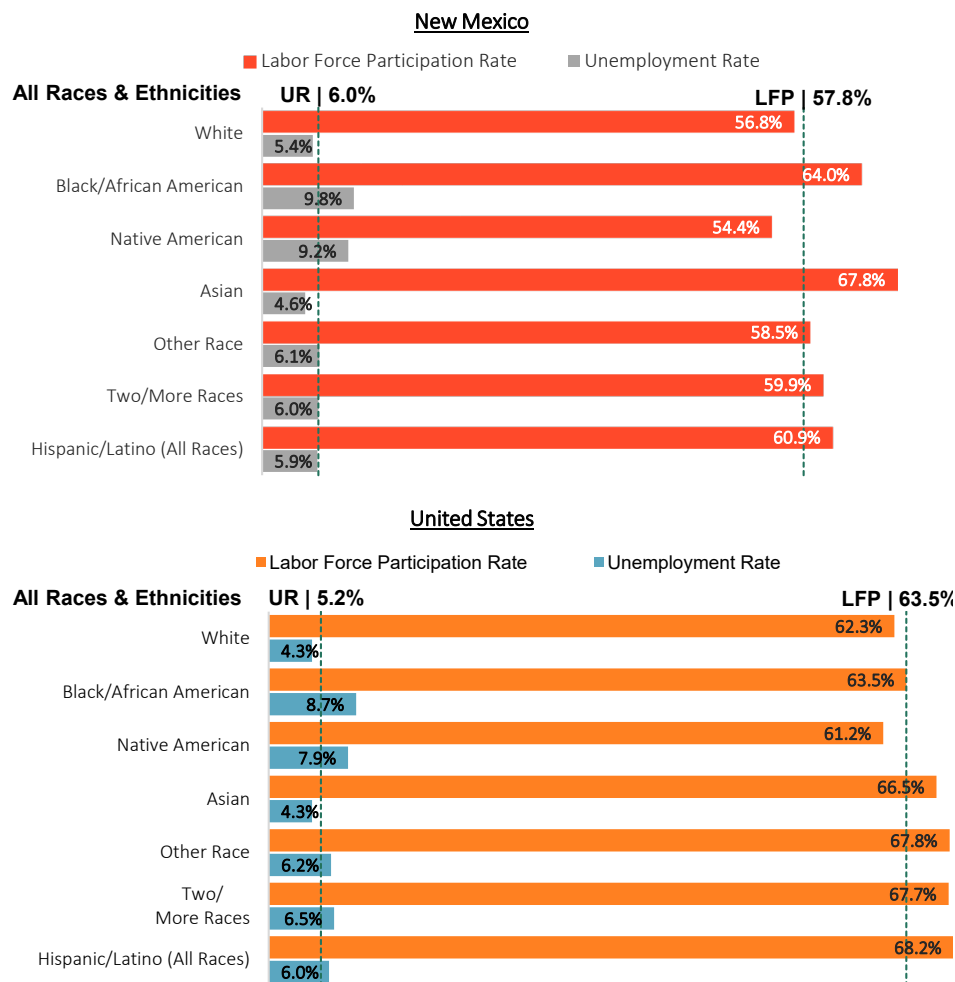
Asians in New Mexico had the lowest unemployment rate in 2023. That rate was 4.6 percent, 1.4 percentage points lower than the state rate of 6.0 percent and less than half the rate for Black/African Americans (9.8 percent).

The unemployment rates for White, Native Americans, Asians, and Black/African Americans in New Mexico were higher than that of the U.S. Native Americans had the largest difference, with an unemployment rate 1.3 percentage points higher than the U.S. unemployment rate of 7.9 percent. This was followed by Whites and Black/African Americans. For both demographic groups, the New Mexico rate was higher than the U.S. rate by 1.1 percentage point each.

Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table S2301: Employment Status, <https://data.census.gov>. Data are for the population 16 years old and older. Estimates for Native Hawaiian and Other Pacific Islander are not included due to small sample size.

Labor Force Participation and Unemployment Rates by Race & Ethnicity, 2023



Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT OF THE POPULATION LIVING WITH A DISABILITY

In 2023, persons living in New Mexico who reported having a disability participated in the labor force at a rate of 43.8 percent, a rate more than half that of New Mexicans without a disability (77.8 percent). This trend held true at the national level as well, with 47.0 percent of the population with a disability participating in the labor force versus 81.8 percent of the population without a disability.

Unemployment rates for the population with a disability were also much higher than the rates for the population without a disability. In New Mexico, the unemployment rate for persons with a disability was 12.3 percent, over twice the rate of persons without a disability. At the national level, the unemployment rate for those with a disability was 11.1 percent, 6.4 percentage points higher than the rate for those without a disability.

Labor Force Participation and Unemployment Rates of the Population Living With A Disability

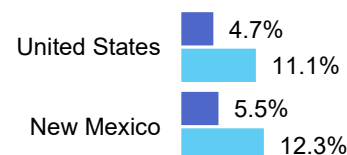
2023

Percentage in the Labor Force



Unemployment Rate

■ Not Disabled ■ Disabled



Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table C18120: Employment Status by Disability Status, <https://data.census.gov/>. Data are for the civilian noninstitutionalized population 16 to 64 years old.

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT OF THE VETERAN POPULATION

In 2023, 73.7 percent of New Mexico's military veterans participated in the labor force, a rate that was 1.8 percentage points higher than the rate for nonveterans (71.9 percent). For the U.S., military veterans participated at a rate 0.3 percentage points lower than that of nonveterans.

Veterans were less likely to be unemployed than nonveterans. In New Mexico, the unemployment rate for the veteran population was 3.9 percent, 2.3 percentage points lower than the rate for the nonveteran population. In the U.S., the unemployment rate for veterans was 4.1 percent, 1.1 percentage points lower than the nonveteran rate.

Labor Force Participation and Unemployment Rates of Veterans 2023

Percentage in the Labor Force



Unemployment Rate



Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table S2101: Employment Status by Veteran Status, <https://data.census.gov/>.

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT OF THE POPULATION LIVING IN POVERTY

Persons living below the poverty level in New Mexico participated in the labor force at a much lower rate (36.7 percent) than persons not living in poverty (62.5 percent) in 2023. This trend held true at the national level as well, with 37.7 percent of the population in poverty participating in the labor force versus 67.9 percent of the population not living in poverty.

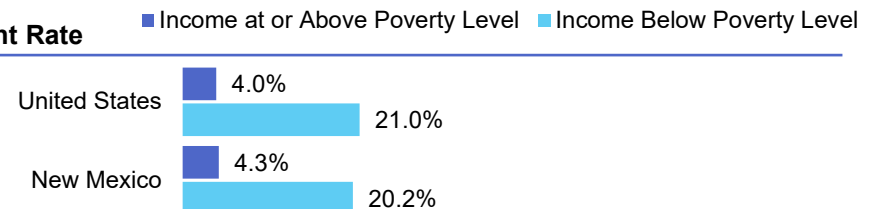
People struggling with poverty also experienced much higher unemployment rates. In New Mexico, the unemployment rate for those in poverty was 20.2 percent, 15.9 percentage points higher than the rate for those not in poverty (4.3 percent). Nationally, the unemployment rate of the population in poverty was 21.0 percent, 17.0 percentage points higher than the rate for those not in poverty (4.0 percent).

Labor Force Participation and Unemployment Rates of Persons Living in Poverty 2023

Percentage in the Labor Force



Unemployment Rate



Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table B17005: Poverty Status in the Past 12 Months of Individuals by Sex by Employment Status, <https://data.census.gov/>. Data are for civilian population 16 years old and older for whom poverty status was determined.

Labor Force and Unemployment

LABOR FORCE AND UNEMPLOYMENT OF YOUTH

In 2023, about 27.6 percent of New Mexico's youth aged 16 to 19 years who were enrolled in-school were also employed, a rate 2.1 percentage points lower than the national rate of 29.7 percent. About 48.0 percent of out-of-school youth in the same age range were either unemployed or not in the labor force, higher than the national rate of 44.0 percent. Youth outside of high school age (20-24) were unemployed at a higher level in the state (9.8 percent) than in the nation (9.1 percent).

Typically, youth have a higher unemployment rate than older workers because of their general lack of work experience and employment history. They may also lack the credentials and job references that older, more experienced workers have garnered in their many years in the labor force. But a chronically low labor force participation rate and high unemployment rate for youth may cause negative long-term impacts, including decreased earnings over their lifetime.

Labor Force Participation and Unemployment Rates of Youth 2023

In-School Youth Ages 16–19 Who Were Also Employed



Out-of-School Youth Ages 16–19 Who Were Unemployed or not in the Labor Force



Youth Ages 20–24 Who Were Unemployed



Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table S2301: Sex by age by employment status for the population 16 years and over; Table B14005: Sex by school enrollment by educational attainment by employment status for the population 16 to 19 Years, <https://data.census.gov>. In-school youth are defined as those enrolled in school. Out-of-school youth include graduates and non-graduates.

Employment and Industry



EMPLOYMENT AND HOW IT'S USED TO MEASURE ECONOMIC HEALTH

Employment growth, alongside labor force participation and unemployment, is commonly used to measure the health of an area's economy. Employment growth becomes an even more powerful indicator of economic well-being when evaluated at the industry level. Industry employment change over time can highlight which sectors of an economy are struggling and could benefit from additional investment and support, as well as highlight industries that are particularly important and bolstering economic activity. Within each industry are jobs across hundreds of occupations. Occupational employment data are particularly significant for individuals, as it provides a glimpse at the job market and the best employment opportunities for those seeking work.

OVERVIEW

From January 2021 to June 2025, New Mexico's total nonfarm employment grew by 131,500 jobs, or 16.9 percent, while employment increased by 13.8 percent nationally. The large increases were partially due to companies rehiring workers who had been laid off during the pandemic.

Overall, New Mexico's economy is not as diversified as other states. Industries for which the share of total employment within the state was significantly greater than the share in the U.S. were mining and oil and gas extraction, government, agriculture, and utilities. Industries for which the share was much lower were manufacturing, management of companies, and wholesale trade.

Looking at occupations, almost one in every three jobs in New Mexico in 2024 fell within three major occupational groups: office and administrative support, food preparation and serving related, and sales and related occupations. The most common detailed occupation was home health and personal care aides, followed by secretaries and administrative assistance, and fast food and counter workers.

Note: ER&A publishes two different establishment-based employment measures through the Quarterly Census of Employment and Wages and Current Employment Statistics programs. The source used is dependent on the geography and level of industry detail being analyzed. Data collection and methodologies differ by source. Information on each program can be found in the **Labor Market Information Data Program Guide** at https://www.dws.state.nm.us/Portals/0/DM/LMI/LMI_data_program_guide.pdf.

Employment and Industry

CHANGE IN EMPLOYMENT

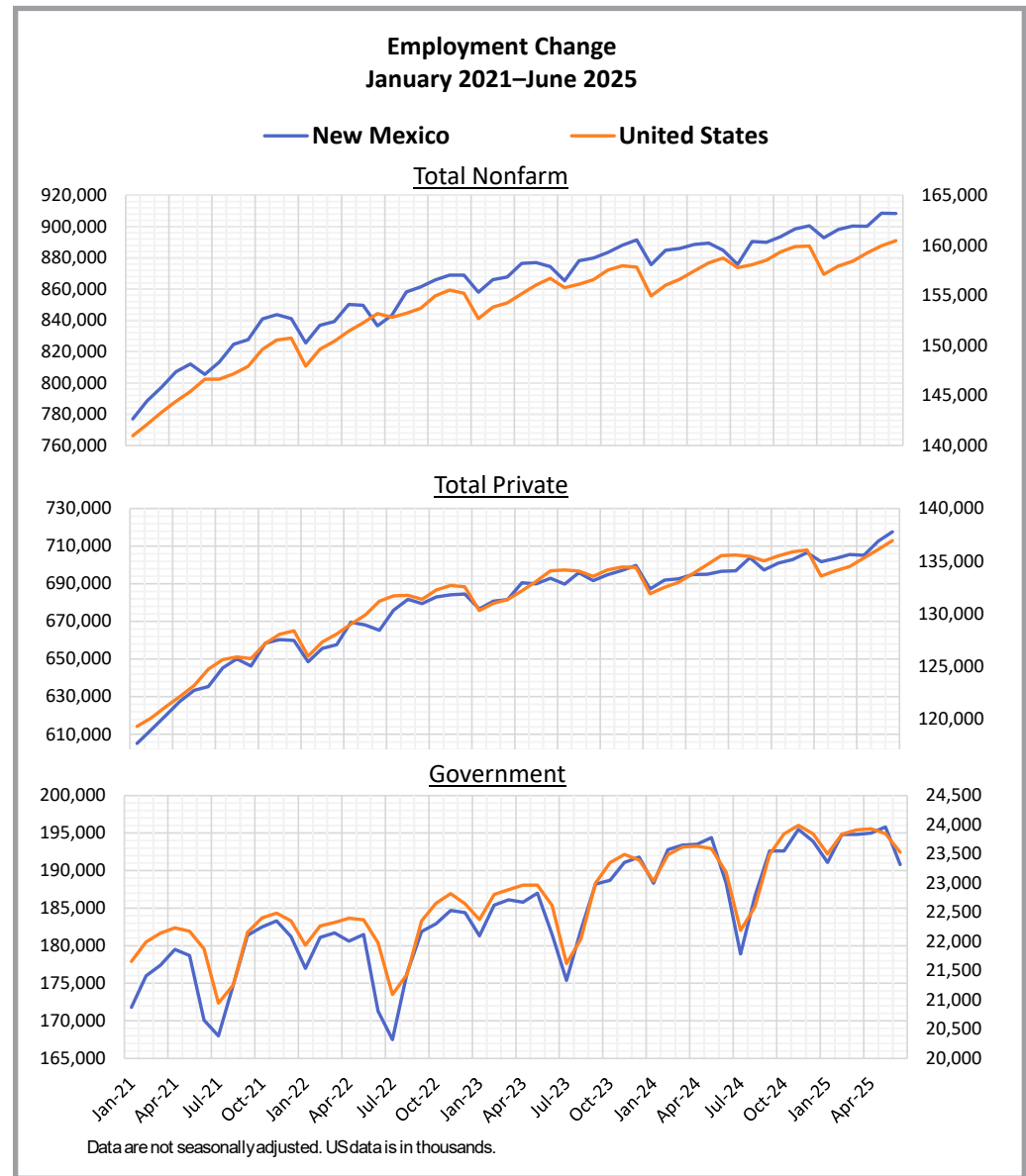
Between January 2021 and June 2025, New Mexico total nonfarm employment (not seasonally adjusted) grew from 776,900 jobs to 908,400 jobs, representing a growth rate of 16.9 percent. Over the same period, the U.S. grew by 13.8 percent. Employment grew fastest in New Mexico between 2021 (annual average of 814,925 jobs) and 2022 (annual average of 850,417 jobs), at a rate of 4.4 percent. In the U.S., annual average employment rose by 6.2 million jobs, or 4.3 percent, between 2021 and 2022.

Employment growth in the private sector was the driving force behind total nonfarm employment growth in New Mexico and the U.S. The New Mexico private sector grew at a rate of 18.6 percent. Over the same period, the U.S. private sector grew by 14.8 percent. Of the 131,500 total nonfarm jobs added in New Mexico since January 2021, 112,500 jobs (over 85 percent) were in the private sector. U.S. private sector growth comprised over 90 percent of U.S. total nonfarm employment.

Between January 2021 and June 2025, New Mexico added 19,000 government jobs, representing a growth rate of 11.1 percent. In the same period, U.S. government jobs increased by 1.9 million jobs, or by 8.6 percent. The fastest government job growth in both regions was between 2022 and 2023.

Data Source

NMDWS Economic Research and Analysis Bureau, Current Employment Statistics Program, www.jobs.state.nm.us/ces.



Employment and Industry

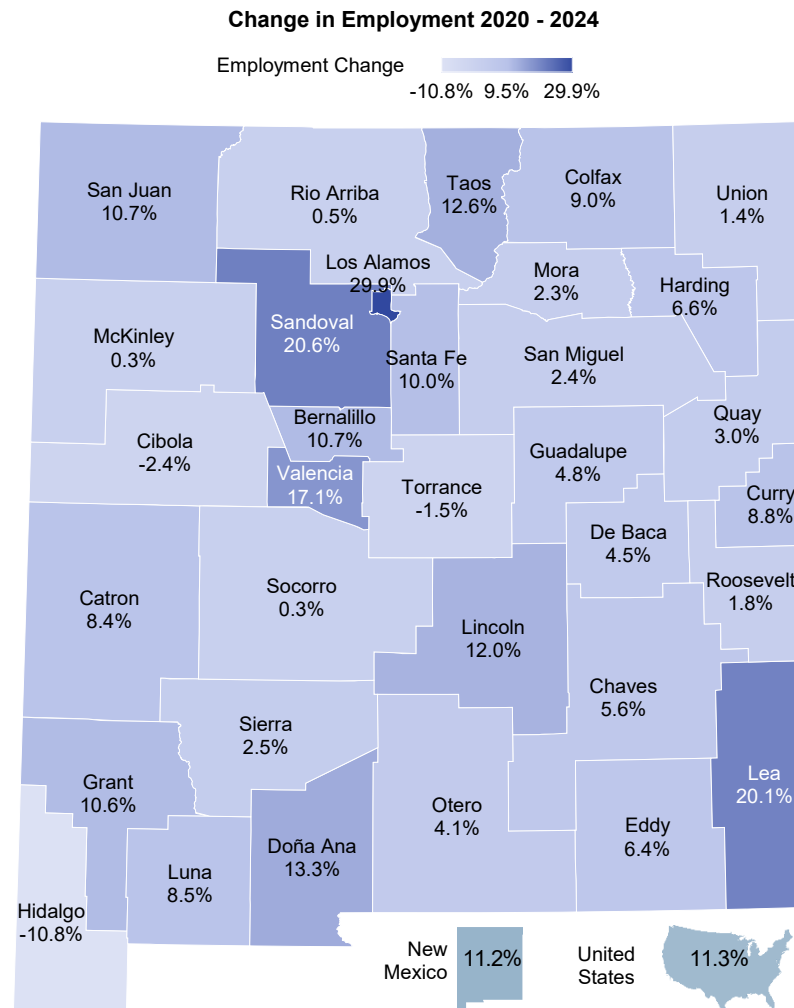
CHANGE IN EMPLOYMENT BY COUNTY

Based on county-level data from the Quarterly Census of Employment and Wages (QCEW) program, between 2020 and 2024, employment in New Mexico increased by 11.2 percent, while employment increased by 11.3 percent for the United States. Much of this increase can be attributed to low levels of employment in 2020 due to Covid.

Out of the state's 33 counties, 30 counties experienced employment increases. Employment in Los Alamos County experienced the highest percentage growth (29.9 percent, or 5,220 jobs), followed by Sandoval County (20.6 percent, or 6,089 jobs).

The three counties in the state that experienced a decline in employment were Hidalgo (10.8 percent, or 157 jobs), followed by Cibola (2.4 percent, or 181 jobs) and Torrance (1.5 percent, or 49 jobs).

New Mexico's most populous county, Bernalillo County, gained the most number of jobs (33,489) for an increase of 10.7 percent. Doña Ana added 9,346 jobs (13.3 percent) and Santa Fe gained 5,601 jobs (10.0 percent).



2024 Employment		
United States	154,870,300	
New Mexico	869,989	% of NM Total
Bernalillo	347,441	39.9
Doña Ana	79,409	9.1
Santa Fe	61,826	7.1
San Juan	46,650	5.4
Sandoval	35,653	4.1
Lea	33,770	3.9
Eddy	32,197	3.7
Los Alamos	22,697	2.6
Chaves	21,658	2.5
McKinley	19,500	2.2
Curry	18,303	2.1
Otero	17,528	2.0
Valencia	17,446	2.0
Taos	11,075	1.3
Grant	9,440	1.1
Rio Arriba	9,291	1.1
Luna	7,989	0.9
San Miguel	7,677	0.9
Cibola	7,226	0.8
Lincoln	6,782	0.8
Roosevelt	5,935	0.7
Socorro	4,870	0.6
Colfax	4,287	0.5
Sierra	3,522	0.4
Torrance	3,165	0.4
Quay	2,508	0.3
Guadalupe	1,415	0.2
Hidalgo	1,295	0.1
Union	1,221	0.1
Catron	699	0.1
Mora	668	0.1
De Baca	440	0.1
Harding	162	0.0

Data Source

NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, www.jobs.state.nm.us/qcew.

Employment and Industry







































INDUSTRY GROWTH

From 2019 to 2024, New Mexico's total nonfarm employment grew by 33,000 jobs, or 3.9 percent, while employment increased by 4.7 percent nationally. The industry sector that experienced the largest percentage gain in New Mexico (18.8 percent) and the U.S. (16.6 percent) was transportation, warehousing, and utilities, for a total gain in New Mexico of 4,800 jobs.

The professional and business services industry reported the largest numeric gain since 2019, growing by 10,800 jobs, or 9.7 percent, followed by the trade, transportation, and utilities industry (of which transportation, warehousing, and utilities is a subsector), which grew 9,200 jobs, or 6.7 percent, since 2019.

Mining and logging reported the largest numeric loss with a decrease of 2,200 jobs, followed by miscellaneous other services, which lost 1,100 jobs. Mining and logging posted the largest percentage employment loss in New Mexico (8.5 percent) and the U.S. (13.9 percent).

Employment by Industry Sector, 2019–2024

	New Mexico				U.S.	
	2019	2024	% Change	# Change	% Change	
Total Nonfarm Employment	855,200	888,200		33,000		4.7%
Mining and logging	25,900	23,700		-2,200		-13.9%
Construction	50,100	53,900		3,800		9.6%
Manufacturing	28,600	28,800		200		0.3%
Durable goods	15,900	16,000		100		-0.4%
Nondurable goods	12,700	12,800		100		1.5%
Trade, transportation, and utilities	136,800	146,000		9,200		4.6%
Wholesale trade	21,400	20,900		-500		4.4%
Retail trade	89,800	94,600		4,800		-0.2%
Transportation, warehousing, and utilities	25,600	30,400		4,800		16.6%
Information	11,200	10,700		-500		2.8%
Financial activities	35,900	35,600		-300		4.7%
Professional & business services	111,400	122,200		10,800		5.8%
Education and health services	139,600	148,300		8,700		9.6%
Educational services	19,000	21,600		2,600		5.9%
Health care and social assistance	120,500	126,700		6,200		10.3%
Leisure and hospitality	99,700	99,900		200		1.4%
Other services	29,200	28,100		-1,100		1.3%
Government	186,900	190,900		4,000		3.4%

Data Source

NMDWS Economic Research and Analysis Bureau, Current Employment Statistics Program, www.jobs.state.nm.us/ces.

Employment and Industry

INDUSTRY COMPOSITION

The largest employing industry sector in New Mexico in 2024 was health care and social assistance, with industry employment of 150,192 jobs comprising 17.3 percent of total employment. The five largest employing industries, including health care and social assistance, were accommodation and food services, retail trade, educational services, and professional and technical services. These are all service industries, and their combined employment made up over half (56.4 percent) of total employment in the state. Goods-producing industry sectors (agriculture, forestry, fishing, mining, construction, and manufacturing) represented just 13.7 percent of the state's total share of employment.

Some industries had a greater presence in urban areas than in rural areas. The health care and social assistance industry comprised 18.6 percent of metropolitan employment in New Mexico as of 2024, a share that was 4.1 percentage points higher than the industry's share in non-metropolitan areas. The difference in share between urban and rural areas for this industry was by far the largest of all industries in the state. Manufacturing had the second-largest disparity between share of total employment in metropolitan and non-metropolitan areas, with 1.5 percentage points higher for the metropolitan areas.

On the other hand, employment in the mining, quarrying, and oil and gas extraction industry represented 6.9 percent of total employment in non-metropolitan areas in 2024, a share that was 6.1 percentage points higher than the share for metropolitan areas. Professional and technical services had the second largest disparity (1.8 percent) between metropolitan and non-metropolitan areas, followed by agriculture, forestry, fishing, and hunting (1.4 percent).

	New Mexico 869,989		Metro 591,590		Non-Metro 278,399	
All Industries						
Accommodation & Food Services	95,314	11.0%	67,007	11.3%	28,307	10.2%
Administrative & Waste Services	49,425	5.7%	34,048	5.8%	15,377	5.5%
Agriculture, Forestry, Fishing	9,433	1.1%	3,726	0.6%	5,707	2.0%
Arts, Entertainment, Recreation	16,584	1.9%	12,260	2.1%	4,324	1.6%
Construction	57,612	6.6%	39,863	6.7%	17,749	6.4%
Educational Services	79,031	9.1%	52,671	8.9%	26,360	9.5%
Finance & Insurance	22,500	2.6%	16,190	2.7%	6,310	2.3%
Health Care & Social Assistance	150,192	17.3%	109,959	18.6%	40,233	14.5%
Information	11,867	1.4%	7,531	1.3%	4,336	1.6%
Management of Companies	5,407	0.6%	4,076	0.7%	1,331	0.5%
Manufacturing	28,676	3.3%	22,370	3.8%	6,306	2.3%
Mining	23,748	2.7%	4,453	0.8%	19,295	6.9%
Other Services	22,017	2.5%	15,840	2.7%	6,177	2.2%
Professional & Technical Services	70,508	8.1%	44,604	7.5%	25,904	9.3%
Public Administration	64,084	7.4%	44,720	7.6%	19,364	7.0%
Real Estate	10,844	1.2%	7,539	1.3%	3,305	1.2%
Retail Trade	95,221	10.9%	64,813	11.0%	30,408	10.9%
Transportation & Warehousing	29,912	3.4%	21,094	3.6%	8,818	3.2%
Utilities	6,544	0.8%	3,364	0.6%	3,180	1.1%
Wholesale Trade	21,070	2.4%	15,462	2.6%	5,608	2.0%

Data Source

NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, www.jobs.state.nm.us/qcew.

Employment and Industry

INDUSTRY CONCENTRATION

The location quotient (LQ) is one measure used to identify industry concentration. An LQ is essentially a ratio of ratios that measures the concentration of an industry's employment against the concentration of that industry's employment in a larger reference area (e.g., the state or nation). If an LQ is equal to 1, the industry has the same share of its area of employment as it does in the larger reference area. An LQ greater than 1 indicates an industry with a greater share of the local area employment than is the case in the larger reference area. An LQ less than 1 indicates an industry with a lesser share of the local area employment than is the case in the larger reference area.

There are several major industry sectors in which the share of employment in New Mexico was notably greater than the share in the nation as of 2024. The mining, quarrying, and oil and gas extraction industry in New Mexico had an LQ of 7.21, making it the industry with the largest LQ in the state, and significantly larger than the LQ of any other major industry. Total government follows with an LQ of 1.46, followed by utilities with 1.31 and agriculture, forestry, fishing, and hunting at 1.30.

Industries with the lowest LQs in New Mexico in 2024, indicating comparatively smaller concentrations of employment in the state than in the nation, included management of companies and manufacturing, with an LQ of 0.37 and 0.40, respectively.

Half of the 20 major industry sectors for which LQ was calculated saw a decrease in LQ between 2020 and 2024. The sector with largest drop in LQ occurred within agriculture, forestry, fishing and hunting, losing 0.20 percentage points; manufacturing experienced no change; and mining, quarrying and oil and gas extraction had the largest increase in LQ, gaining 0.62 percentage points. All other industries had a small change, each either gaining or losing less than a tenth of a percentage point.

Industry Employment and Location Quotients (LQ), 2020 and 2024

Industry	Employment & LQ		Change	
	2020	2024	Employment	LQ
Accommodation & Food Services	71,536 1.15	89,259 1.13	17,723	-0.02
Administrative & Waste Services	41,916 0.87	47,144 0.92	5,228	0.05
Agriculture, Forestry, Fishing	10,475 1.50	9,133 1.30	-1,342	-0.20
Arts, Entertainment, Recreation	7,082 0.73	11,181 0.76	4,099	0.04
Construction	48,627 1.20	53,894 1.18	5,267	-0.02
Educational Services	8,943 0.58	11,508 0.64	2,565	0.06
Finance & Insurance	22,569 0.66	22,349 0.63	-220	-0.03
Health Care & Social Assistance	117,527 1.07	126,882 1.02	9,355	-0.05
Information	9,077 0.60	10,777 0.66	1,700	0.06
Management of Companies	5,563 0.43	5,407 0.37	-156	-0.06
Manufacturing	27,222 0.40	28,671 0.40	1,449	0.00
Mining	20,013 6.59	23,748 7.21	3,735	0.62
Other Services	18,451 0.83	21,442 0.82	2,991	-0.01
Professional & Technical Services	60,239 1.13	69,641 1.15	9,402	0.02
Real Estate	10,053 0.83	10,558 0.78	505	-0.05
Retail Trade	86,662 1.04	94,529 1.09	7,867	0.04
Total Government	172,441 1.45	183,907 1.46	11,466	0.01
Transportation & Warehousing	19,383 0.62	24,578 0.68	5,195	0.05
Utilities	4,162 1.36	4,337 1.31	175	-0.05
Wholesale Trade	20,197 0.64	21,045 0.61	848	-0.03

Data Source

U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages Program, <https://www.bls.gov/cew/downloadable-data-files.htm>. Total government reflects the total of federal, state, and local government. All other industry sectors are private ownership only.

Employment and Industry

OCCUPATIONAL COMPOSITION

In 2024, almost one-third of all jobs in New Mexico fell within three major occupational groups: office and administrative support, food preparation and serving related, and sales. Employment within these three groups comprised 31.3 percent of all jobs in the state. Employment was smallest in the farming, fishing, and forestry and legal occupational groups (0.3 percent and 0.7 percent of total employment, respectively).

Some occupations were more common in urban areas than in rural areas. Jobs within the healthcare practitioners and technical group comprised 6.3 percent of metropolitan employment in New Mexico as of 2024, a share that was 1.6 percentage points higher than the occupation group's share in non-metropolitan areas. Food preparation and serving had a metropolitan share that exceeded the non-metropolitan share by 1.7 percentage points.

On the other hand, construction and extraction occupations represented 8.8 percent of total employment in non-metropolitan areas in 2024, a share that was 3.3 percentage points higher than the share for metropolitan areas. Other occupational groups in which the non-metropolitan share exceeded the metropolitan share included transportation and material moving (1.6 percentage points) and installation, maintenance, and repair (1.3 percentage points).

All Occupations	New Mexico 860,880			Metro 586,700			Non-Metro 274,180		
Office & Administrative Support	116,490	13.5%		81,040	13.8%		35,450	12.9%	
Food Preparation & Serving Related	82,390	9.6%		59,230	10.1%		23,160	8.4%	
Sales & Related	70,420	8.2%		48,510	8.3%		21,910	8.0%	
Transportation & Material Moving	61,550	7.1%		38,890	6.6%		22,660	8.3%	
Construction & Extraction	56,050	6.5%		32,010	5.5%		24,040	8.8%	
Healthcare Support	54,010	6.3%		37,370	6.4%		16,640	6.1%	
Education Instruction & Library	51,020	5.9%		33,590	5.7%		17,430	6.4%	
Healthcare Practitioners and Technical	49,890	5.8%		37,020	6.3%		12,870	4.7%	
Business & Financial Operations	47,650	5.5%		33,740	5.8%		13,910	5.1%	
Management	47,450	5.5%		33,280	5.7%		14,170	5.2%	
Installation, Maintenance & Repair	36,560	4.2%		22,520	3.8%		14,040	5.1%	
Production	28,940	3.4%		20,270	3.5%		8,670	3.2%	
Protective Service	26,900	3.1%		17,750	3.0%		9,150	3.3%	
Building & Grounds Cleaning & Maintenance	26,660	3.1%		17,960	3.1%		8,700	3.2%	
Architecture & Engineering	24,300	2.8%		16,760	2.9%		7,540	2.8%	
Computer & Mathematical	23,780	2.8%		16,110	2.7%		7,670	2.8%	
Personal Care & Service	14,470	1.7%		11,410	1.9%		3,060	1.1%	
Community & Social Service	14,320	1.7%		10,370	1.8%		3,950	1.4%	
Life, Physical & Social Science	10,500	1.2%		6,220	1.1%		4,280	1.6%	
Arts, Design, Entertainment, Sports & Media	8,780	1.0%		6,130	1.0%		2,650	1.0%	
Legal	6,060	0.7%		4,920	0.8%		1,140	0.4%	
Farming, Fishing, Forestry	2,690	0.3%		1,600	0.3%		1,090	0.4%	

Data Source

NMDWS Economic Research and Analysis Bureau, Occupational Employment and Wage Statistics Program, www.jobs.state.nm.us/oeswage.oeswage.

Employment and Industry

MOST COMMON OCCUPATIONS

In 2024, the most common detailed occupation was home health and personal care aides, with an employment of 37,360. This was followed by secretaries and administrative assistants (24,510), fast food and counter workers (23,990), and retail salespersons (23,260).

Of the 25 most common detailed occupations in New Mexico, only seven had a median wage above the statewide median of \$45,870—general and operations managers; registered nurses; business operations specialists; elementary school teachers; heavy and tractor-trailer truck drivers; supervisors of office and administrative support; and bookkeeping, accounting, and auditing clerks.

Eighteen of the 25 most common occupations had wages that were below the state's median wage. Home health and personal care aides, the most common occupation, had a median wage of \$27,390, a figure nearly \$18,500 less than the statewide median wage.

Twenty-Five Most Common Occupations in New Mexico, 2024

	Employment and % of Total		Median Wage
All Occupations	860,880		\$45,870
Home Health and Personal Care Aides	37,360 4.3%		\$27,390
Secretaries & Administrative Assistants	24,510 2.8%		\$42,960
Fast Food and Counter Workers	23,990 2.8%		\$28,650
Retail Salespersons	23,260 2.7%		\$31,360
Cashiers	19,790 2.3%		\$29,230
Customer Service Representatives	18,520 2.2%		\$38,060
Registered Nurses	17,510 2.0%		\$88,260
General and Operations Managers	16,550 1.9%		\$100,200
Stockers and Order Fillers	15,800 1.8%		\$35,670
Janitors and Cleaners	14,560 1.7%		\$33,640
Office Clerks, General	14,270 1.7%		\$36,310
Waiters and Waitresses	13,370 1.6%		\$30,440
Heavy and Tractor-Trailer Truck Drivers	10,850 1.3%		\$48,360
Construction Laborers	10,530 1.2%		\$38,520
Laborers and Freight, Stock, and Material Movers, Hand	9,340 1.1%		\$37,000
Maintenance and Repair Workers, General	9,230 1.1%		\$41,860
Cooks, Restaurant	8,730 1.0%		\$34,110
Bookkeeping, Accounting, and Auditing Clerks	8,720 1.0%		\$46,610
Teaching Assistants, Except Postsecondary	8,670 1.0%		\$30,350
Food Preparation Workers	8,330 1.0%		\$29,350
Business Operations Specialists, All Other	8,270 1.0%		\$76,490
Security Guards	8,240 1.0%		\$38,650
Supervisors of Office & Admin Support Workers	8,120 0.9%		\$60,820
Supervisors of Retail Sales Workers	7,630 0.9%		\$45,600
Elementary School Teachers, Except Special Education	7,480 0.9%		\$65,510

Data Source

NMDWS Economic Research and Analysis Bureau, Occupational Employment and Wage Statistics Program, www.jobs.state.nm.us/oeswage.

Employment Projections



WHAT IT IS USED FOR

Businesses, workforce and economic development professionals, researchers, and government use industry employment projections to identify business activities that are expected to contribute significantly and positively to an area's economy. With such information, these stakeholders outline economic goals, strategies, and investments that can bolster the economy and ensure the future workforce can meet the demands of business and business can provide meaningful and stable employment opportunities to area residents.

Occupational employment projections are used by job seekers, students, and educators because they provide an outlook for targeted and in-demand occupations within the economy that are expected to provide some of the best employment opportunities. Often combined with wages, occupational employment projections inform the decisions of individuals seeking to develop a career path that will ensure meaningful, stable, and financially satisfying employment. Educators use projections to help align programs with the needs and demands of businesses, ultimately helping bridge supply and demand gaps within the workforce.

OVERVIEW

New Mexico's employment is projected to grow by 10.6 percent between 2023 and 2033. Healthcare and social assistance is expected to grow the most as the population gets older and needs healthcare services. Arts, entertainment, and recreation is expected to grow the fastest as it still recovers from the pandemic.

Projected annual job openings due to exits (workers leaving the labor force) and transfers (workers leaving the occupation for another) are expected to be the greatest in food preparation and serving related and office and administrative support. Occupations with many projected openings due to exits and transfers typically offer lower wages and do not require lengthy educational preparation when compared to occupations with a lower number of exit and transfer openings. Both food preparation and serving related occupations and office and administrative support occupations had median wages below the statewide average.

Of all detailed occupations, home health and personal care aides, fast food and counter workers, and restaurant cooks are expected to have the most growth, but they typically offer low wages. Registered nurses is an occupation that has long been in-demand in New Mexico, and it pays well—the annual median wage in 2024 was \$88,260, almost twice the statewide median wage of \$45,870.

Employment Projections

PROJECTED GROWTH BY INDUSTRY

Nearly 51 percent of all projected employment growth is anticipated to occur in just three major sectors— health care and social assistance (22,751 jobs, or 16.2 percent); accommodation and food services (17,112 jobs, or 18.3 percent growth); and professional, scientific, and tech services (11,038 jobs, or 16.2 percent). The large growth in health care and social assistance is due to increased care for the aging population and higher demand for health care services. Three other sectors with projected growth at or above the all-industry average of 10.6 percent include arts, entertainment, and recreation; construction; and manufacturing. Agriculture is the only sector projected to see a decline in employment over the period.

Healthcare and Social Assistance	22,751	16.2%
Accommodation and Food Services	17,112	18.3%
Professional/Scientific/Tech. Services	11,038	16.2%
Retail Trade	6,189	6.6%
Construction	5,650	10.7%
Educational Services	5,235	6.8%
Arts, Entertainment, Recreation	4,517	36.6%
Admin & Support/Waste Mgmt.	3,560	7.6%
Manufacturing	3,075	10.7%
Self Employed	2,846	5.9%
Local Government	2,610	6.0%
Transportation & Warehousing	2,316	9.0%
Mining	2,250	9.6%
Other Services (except Govt)	1,831	8.6%
Wholesale Trade	1,125	5.4%
Finance & Insurance	759	3.0%
Federal Government	705	3.4%
Real Estate, Rental, Leasing	692	6.7%
Information	685	1.9%
State Government	429	6.6%
Mgmt. of Companies	309	6.0%
Utilities	250	5.9%
Agriculture/Forestry/Fishing/Hunting	-302	-3.2%

Data Source

NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, www.jobs.state.nm.us/occprj.

Employment Projections

PROJECTED GROWTH BY OCCUPATION

Occupational projections data also measure projected annual job openings. Openings data include job openings from growth as well as openings that come from workers exiting the workforce (also called exits) and those who leave an occupation to enter a different one (also called transfers).

The food preparation and serving related occupational group is projected to provide the largest number of annual job openings (18,414) between 2023 and 2033. Although minimal job growth is expected in office and administrative support, this occupational group will have the second-highest number of job opportunities due to workers leaving the occupation (13,384 jobs). Other groups with many openings include sales and healthcare support. Occupations with many projected openings due to exits and transfers typically offer lower wages and do not require lengthy educational preparation when compared to occupations with a lower number of exit and transfer openings.

	2023-2033		
Food Prep. & Serving	13,205		16.0%
Healthcare Support	11,928		21.8%
Health Practitioners & Tech.	7,519		14.3%
Construction & Extraction	7,267		11.5%
Management	6,883		11.5%
Transp. & Material Moving	6,482		10.1%
Business & Financial Operations	5,095		10.6%
Computer & Math	4,817		20.3%
Installation, Maint. & Repair	4,214		11.2%
Sales & Related	3,964		5.3%
Educational Instruction & Library	3,734		7.7%
Bldg./Grounds Cleaning/Maint.	3,683		12.2%
Personal Care & Service	2,897		15.7%
Architecture & Engineering	2,862		12.0%
Office & Admin Support	2,474		2.1%
Production	2,169		7.3%
Community & Social Service	1,861		12.8%
Protective Service	1,735		6.7%
Arts, Design, Entertainment, Sports	1,301		11.8%
Life/Physical/Social Science	1,192		11.1%
Legal	450		6.9%
Farming, Fishing & Forestry	-100		-1.6%

Data Source

NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, www.jobs.state.nm.us/occprj. Totals may not sum due to rounding.

Employment Projections

PROJECTED ANNUAL JOB OPENINGS

Occupational projections data also measure projected annual job openings. Openings data include job openings from growth as well as openings that come from workers exiting the workforce (also called exits) and those who leave an occupation to enter a different one (also called transfers).

The food preparation and serving related occupational group is projected to provide the largest number of annual job openings (18,414) between 2023 and 2033. Although minimal job growth is expected in office and administrative support, this occupational group will have the second-highest number of job opportunities due to workers leaving the occupation (13,384 jobs). Other groups with many openings include sales and healthcare support. Occupations with many projected openings due to exits and transfers typically offer lower wages and do not require lengthy educational preparation when compared to occupations with a lower number of exit and transfer openings.

Projected Annual Job Openings by Major Occupational Group

	2023-2033		TOTAL
	Annual Job Openings Due To Growth	Annual Job Openings Due to Transfers & Exits	
Food Prep. & Serving	1,320	17,094	18,414
Office & Admin. Support	247	13,384	13,631
Sales & Related	396	10,168	10,564
Healthcare Support	1,193	8,656	9,849
Transp. & Material Moving	648	8,456	9,104
Construction & Extraction	727	5,666	6,393
Management	688	5,022	5,710
Educational Instruction & Library	373	4,421	4,794
Bldg./Grounds Cleaning/Maint.	368	4,337	4,705
Business & Financial Ops.	510	3,967	4,477
Installation, Maint, & Repair	421	3,454	3,875
Personal Care & Service	290	3,518	3,808
Health Practitioners & Tech.	752	3,042	3,794
Production	217	3,404	3,621
Protective Service	174	2,894	3,068
Computer & Mathematical	482	1,497	1,979
Architecture & Engineering	286	1,635	1,921
Community & Social Service	186	1,321	1,507
Arts, Design, Entertainment	130	1,049	1,179
Life/Physical/Social Science	119	974	1,093
Farming, Fishing & Forestry	-10	951	941
Legal	45	391	436

Data Source

NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, www.jobs.state.nm.us/occprj. Totals may not sum due to rounding.

Employment Projections









































PROJECTED GROWTH BY DETAILED OCCUPATION

Detailed occupations such as home health and personal care aides, fast food and counter workers, and restaurant cooks are expected to have the most growth. The increased growth in home health and personal care aides is due to the aging of New Mexico's population, the need for health care services, and the cost-effectiveness of home health care relative to hospital care.

The four occupations with the fastest growth during the projection period include wind turbine service technicians at 79.4 percent; nurse practitioners at 48.8 percent; information security analysts at 43.9 percent; and data scientists at 40.1 percent.

Some detailed occupations have, over time, been consistently expected to have the most or fastest growth. These occupations include registered nurses, general and operations managers, nurse practitioners, and solar photovoltaic installers.

Detailed Occupations With the Largest and Fastest Projected Employment Growth

MOST GROWTH			FASTEST GROWTH	
Home Health & Personal Care Aides		9,369		79.4% Wind Turbine Service Techs
Fast Food & Counter Workers		4,051		48.8% Nurse Practitioners
Cooks, Restaurant		2,712		43.9% Information Security Analysts
Registered Nurses		2,389		40.1% Data Scientists
Stockers & Order Fillers		2,048		39.8% Exercise Trainers & Group Instructors
Construction Laborers		1,964		37.4% Solar Photovoltaic Installers
Retail Salespersons		1,932		37.3% Umpires, Refs, & Other Sport Officials
General & Operations Mgrs.		1,891		34.5% Medical & Health Service Managers
Waiters & Waitresses		1,815		34.3% Gambling Managers
Janitors & Cleaners		1,451		33.4% Gambling Dealers
Secretaries & Admin Assistants		1,366		33.3% Gambling Service Workers
Medical Assistants		1,309		33.3% Hotel, Motel, & Resort Desk Clerks
Maintenance & Repair Workers, General		1,295		33.2% Lodging Managers
Heavy & Tractor-Trailer Truck Drivers		1,232		31.2% Cooks, Restaurant
Software Developers		1,137		29.2% Amusement & Recreation Attendants
Supervisors of Food Prep & Serving		1,129		29.0% Entertainment & Rec Managers
Medical and Health Services Managers		1,095		28.4% Gambling Service Supervisors
Maids & Housekeepers		1,082		28.1% Physician Assistants
Electricians		975		27.0% Health Specialties Teachers, Postsec.
Nurse Practitioners		968		26.9% Operations Research Analyst

Data Source

NMDWS Economic Research and Analysis Bureau, Employment Projections and Occupational Employment Statistics Programs, www.jobs.state.nm.us/occprj.



Earnings, Income, and Wages

CONNECTING DATA TO THE ECONOMIC WELL-BEING OF INDIVIDUALS

Data on earnings, income, and wages are used to measure the economic well-being of an area's residents. Greater earnings and higher incomes and wages directly correspond to greater purchasing power, economic security, and economic mobility for an area's population, and hence correspond to a more robust economy. As such, earnings, income, and wage data are used by a variety of groups, including policymakers, seeking to measure economic opportunity and identify and influence factors that impact the lives of residents.

On the flip side, when earnings, incomes, and wages are low, it often means that a high percentage of the population struggles with poverty. Poverty is an incredibly complex issue, influencing and influenced by an interconnecting web of social and historical issues impacting the lives of many New Mexicans both directly and indirectly. Stimulating economic growth and supporting paths out of poverty, partially through improved earnings, incomes, and wages, are necessary steps for reducing the state's poverty level and ultimately improving the economy and economic well-being of New Mexicans.

OVERVIEW

Earnings, income, and wages in New Mexico tend to be lower than at the national level. New Mexico's median annual earnings of \$36,730 in 2023 were 17.6 percent less than the U.S. annual earnings of \$44,587. New Mexico's median household income reached \$62,125, over \$16,000 less than the U.S. median household income of \$78,538.

Median annual earnings, unsurprisingly, increases as educational attainment increases. But in all educational categories, women earned less than men.

As of the first quarter of 2025 the professional and technical services industry group had the highest average weekly wage in New Mexico of \$2,085. The industry with the lowest average weekly wage was accommodation and food service; at \$524, its average weekly wage was less than half of the average weekly wage of all occupations.

The occupational group with the highest annual median wage was architecture and engineering. At the occupational level, food preparation and serving related had the lowest median wage. It also offered the lowest wage growth between experienced and entry level positions. Low wages and lack of opportunities for wage growth may make the industry and occupation unattractive to potential workers, further contributing to the industry's inability to find and retain workers.

Earnings, Income, and Wages

MEDIAN EARNINGS

New Mexico's median annual earnings in 2023 (for all persons 16 years and older) reached \$36,730 in 2023, 17.6 percent less than the U.S. annual earnings of \$44,587.

Los Alamos was the county with the highest median earnings, by far, at \$83,631. Eddy County, in which the oil and gas extraction industry is prominent, had the second-highest median annual earnings, at \$45,764. Both counties' median earnings levels exceeded both statewide and national averages.

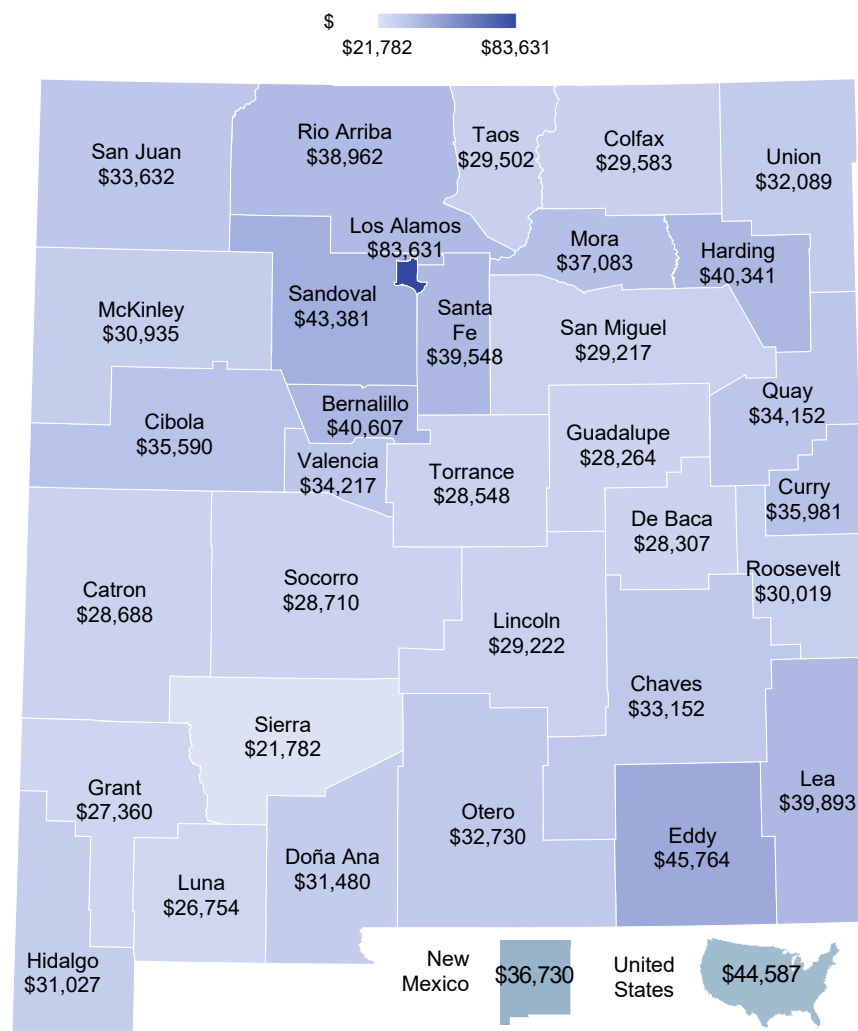
Sandoval County had the third-highest median earnings, at \$43,381. Other counties that had median earnings levels higher than the New Mexico median were Bernalillo, Harding, Lea, Santa Fe, Rio Arriba, and Mora.

The county with the lowest annual median earnings was Sierra (\$21,782). Luna was the second lowest, with annual median earnings of \$26,754 as of 2023.

Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table S2001: Earnings in the Past 12 Months, <https://data.census.gov>. Data are for the population 16 years old and older. Earnings are for the past 12 months and are in 2023 inflation-adjusted dollars.

Median Earnings 2023



Earnings, Income, and Wages

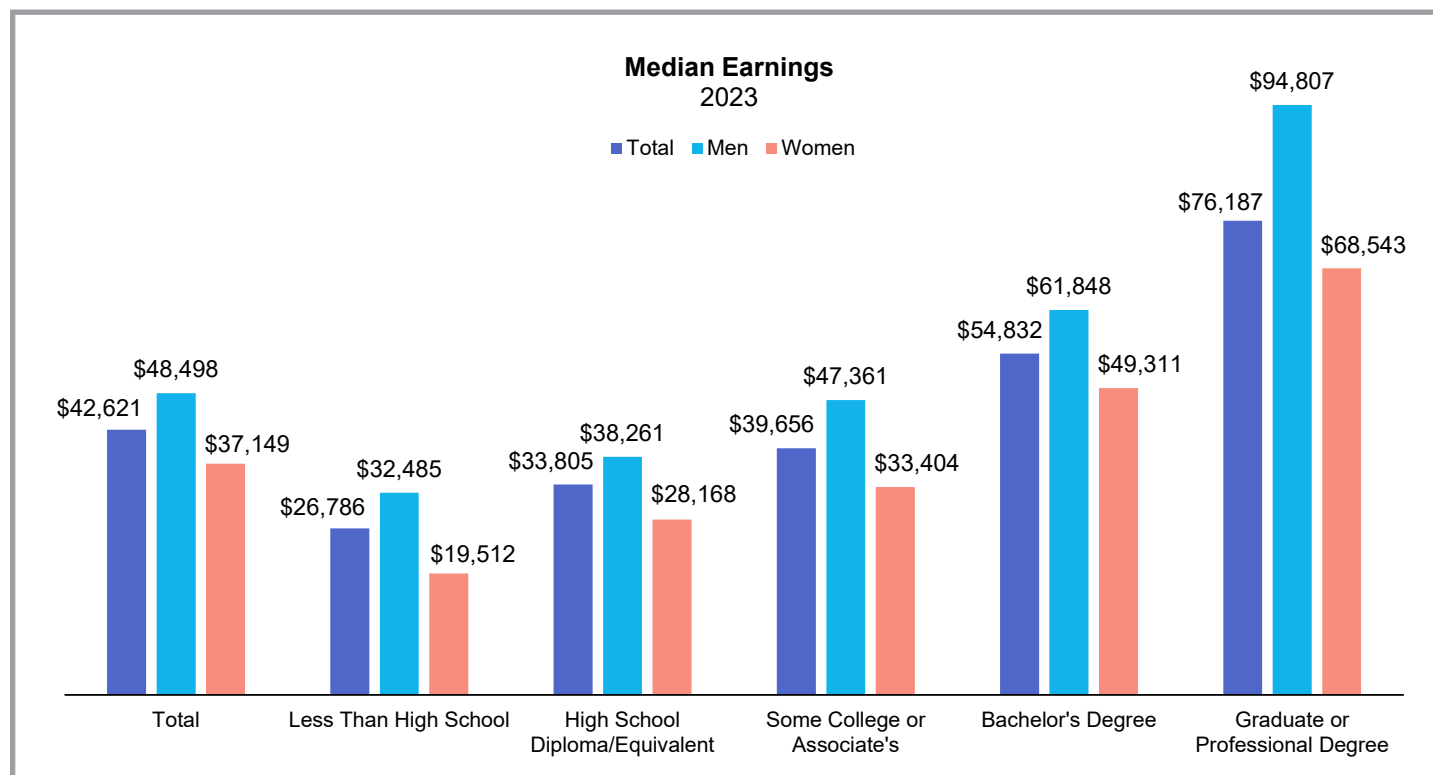
EARNINGS BY EDUCATIONAL ATTAINMENT LEVEL AND SEX

As of 2023, the median annual earnings of persons 25 and older in New Mexico was \$42,621. The annual median earnings for men were \$48,498, \$11,349 more than the annual median earnings for women (\$37,149).

As educational attainment level rises, so do median earnings. Those with a graduate or professional degree had median earnings of \$76,187, almost three times greater than the median earnings of persons who had not completed high school or received an equivalent certificate (\$26,786).

Completing high school significantly increases the potential earnings of an individual. The annual median earnings of high school graduates (including high school equivalency) was \$33,805, \$7,019 more than the median earnings of non-graduates. Attending some college or getting an associate's degree pushed median earnings up to \$39,656. Persons with bachelor's degrees earned a median wage of \$54,832 in New Mexico in 2023.

No matter the level of education, men earned more than women. The greatest difference was found for those with a graduate or professional degree. Women's earnings for those with a graduate or professional degree were \$68,543. Men's median earnings for this education level were 38.3 percent higher, with median earnings of \$94,807.



Data Source

Source U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table S2001: Earnings in the Past 12 Months, <https://data.census.gov>. Data are for the population 25 years old and older. Earnings are for the past 12 months and are in 2023 inflation-adjusted dollars.

Earnings, Income, and Wages

HOUSEHOLD INCOME

As of 2023, New Mexico's median household income reached \$62,125, 20.9 percent less than the U.S. median household income of \$78,538. The county with the highest median household income, by far, was Los Alamos with \$143,188. The other counties in the state with a median household income higher than the U.S. were Sandoval County (\$84,053) and Eddy County (\$79,605).

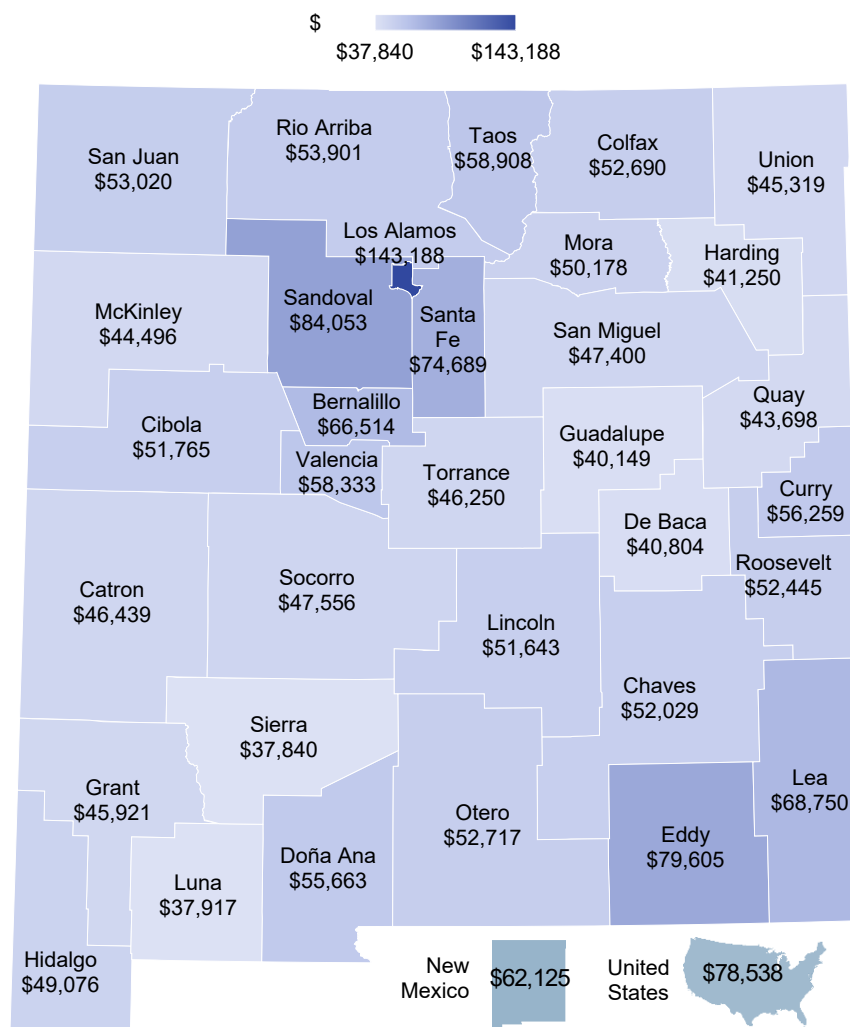
Three other counties had a median household income higher than the state's median: Santa Fe County (\$74,689), Lea County (\$68,750), and Bernalillo County (\$66,514).

The county with the lowest median household income was Sierra County. At \$37,840, not only was it over \$24,000 less than the statewide median household income, but it was also less than half of the nation's median income level. Luna County, with the second lowest income of \$37,917, was a close second with earnings only \$77 higher than Sierra County.

Data Source

U.S. Census Bureau, 2023 American Community Survey 5-Year Estimates, Table B19013: Median Household Income in the Past 12 Months, <https://data.census.gov>. Data measure earnings are for the past 12 months and are in 2023 inflation-adjusted dollars.

Median Household Income 2023



Earnings, Income, and Wages

INDUSTRY WAGES

The average weekly wage across all industry sectors during the second quarter 2024 through the first quarter 2025 was \$1,184. The average weekly wage was highest in professional and technical services (\$2,085). The wage for mining, quarrying, and oil and gas extraction was the second highest at \$1,969 per week, followed closely by management of companies and enterprises (\$1,814) and utilities (\$1,765).

The accommodation and food services sector had, by far, the lowest average weekly wage over the four quarters, paying \$524 a week, \$660 less than the average weekly wage for all industries and just one-quarter of the average weekly wage for professional and technical services, the highest paying industry.

Average Weekly Wage

2nd Quarter 2024–1st Quarter 2025

Professional & Technical Services	\$2,085
Mining	\$1,969
Management of Companies	\$1,814
Utilities	\$1,765
Finance & Insurance	\$1,623
Public Administration	\$1,540
Information	\$1,519
Wholesale Trade	\$1,450
Manufacturing	\$1,377
Construction	\$1,316
Transportation & Warehousing	\$1,197
All Industries	\$1,184
Educational Services	\$1,162
Health Care & Social Assistance	\$1,107
Real Estate	\$1,066
Administrative & Waste Services	\$1,048
Other Services	\$945
Agriculture, Forestry, Fishing	\$834
Arts, Entertainment, Recreation	\$728
Retail Trade	\$716
Accommodation & Food Services	\$524

Data Source

NMDWS Economic Research and Analysis Bureau, Quarterly Census of Employment and Wages Program, www.jobs.state.nm.us/qcew. Data are a calculated quarterly average.

Earnings, Income, and Wages

OCCUPATIONAL WAGES

The median wage of all occupations in New Mexico was \$45,870 in 2024. Healthcare support was the lowest paying occupational group of all 22 groups. Its median annual wage was \$29,120, just over \$16,500 less than the all-occupation median. There were thirteen major occupational groups with a median wage above the all-occupation median; their employment comprised 46.8 percent of total employment in the state. Architecture and engineering had the highest median annual wage (\$109,580), followed by management (\$105,020).

Healthcare practitioners and technical occupations had the largest wage difference between entry and experienced wages, while food preparation and serving related and healthcare support had the lowest. In those occupational groups, the experienced wage was only \$10,220 higher than the entry wage. A large difference between entry and experienced wages may indicate that the occupational group provides opportunities and career pathways that can lead to higher wage growth.

	Employment	Entry Wage	Median Wage	Experienced Wage
Architecture & Engineering	24,300	\$69,080	\$109,580	\$145,430
Management	47,450	\$64,480	\$105,020	\$149,250
Computer & Mathematical	23,780	\$52,620	\$95,360	\$129,130
Healthcare Practitioners and Technical	49,890	\$47,600	\$84,380	\$132,790
Legal	6,060	\$51,020	\$83,100	\$128,920
Life, Physical & Social Science	10,500	\$49,050	\$76,470	\$108,940
Business & Financial Operations	47,650	\$49,940	\$75,940	\$100,250
Education Instruction & Library	51,020	\$34,050	\$61,250	\$79,210
Community & Social Service	14,320	\$40,570	\$58,890	\$73,650
Arts, Design, Entertainment, Sports & Media	8,780	\$33,890	\$50,820	\$79,830
Protective Service	26,900	\$34,440	\$49,610	\$67,130
Installation, Maintenance & Repair	36,560	\$34,270	\$49,140	\$65,750
Construction & Maintenance	56,050	\$36,710	\$48,420	\$63,330
All Occupations	860,880	\$30,430	\$45,870	\$75,000
Office & Administrative Support	116,490	\$32,040	\$41,600	\$51,530
Production	28,940	\$31,970	\$41,390	\$58,660
Transportation & Material Moving	61,550	\$31,040	\$39,970	\$52,470
Sales & Related	70,420	\$27,930	\$34,310	\$50,510
Building & Grounds Cleaning & Maintenance	26,660	\$27,870	\$33,930	\$38,730
Farming, Fishing, Forestry	2,690	\$26,060	\$33,400	\$41,330
Personal Care & Service	14,470	\$27,040	\$32,850	\$40,430
Food Preparation & Serving Related	82,390	\$26,950	\$29,860	\$37,170
Healthcare Support	54,010	\$26,110	\$29,120	\$36,330

Data Source

NMDWS Economic Research and Analysis Bureau, Occupational Employment Statistics Program, www.jobs.state.nm.us/oeswage.



New Mexico Department of Workforce Solutions

P.O. Box 1928

Albuquerque, NM 87103

www.dws.state.nm.us

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.