

Graph doesn't reflect all answers. Here is the breakdown:

Excellent: 1%

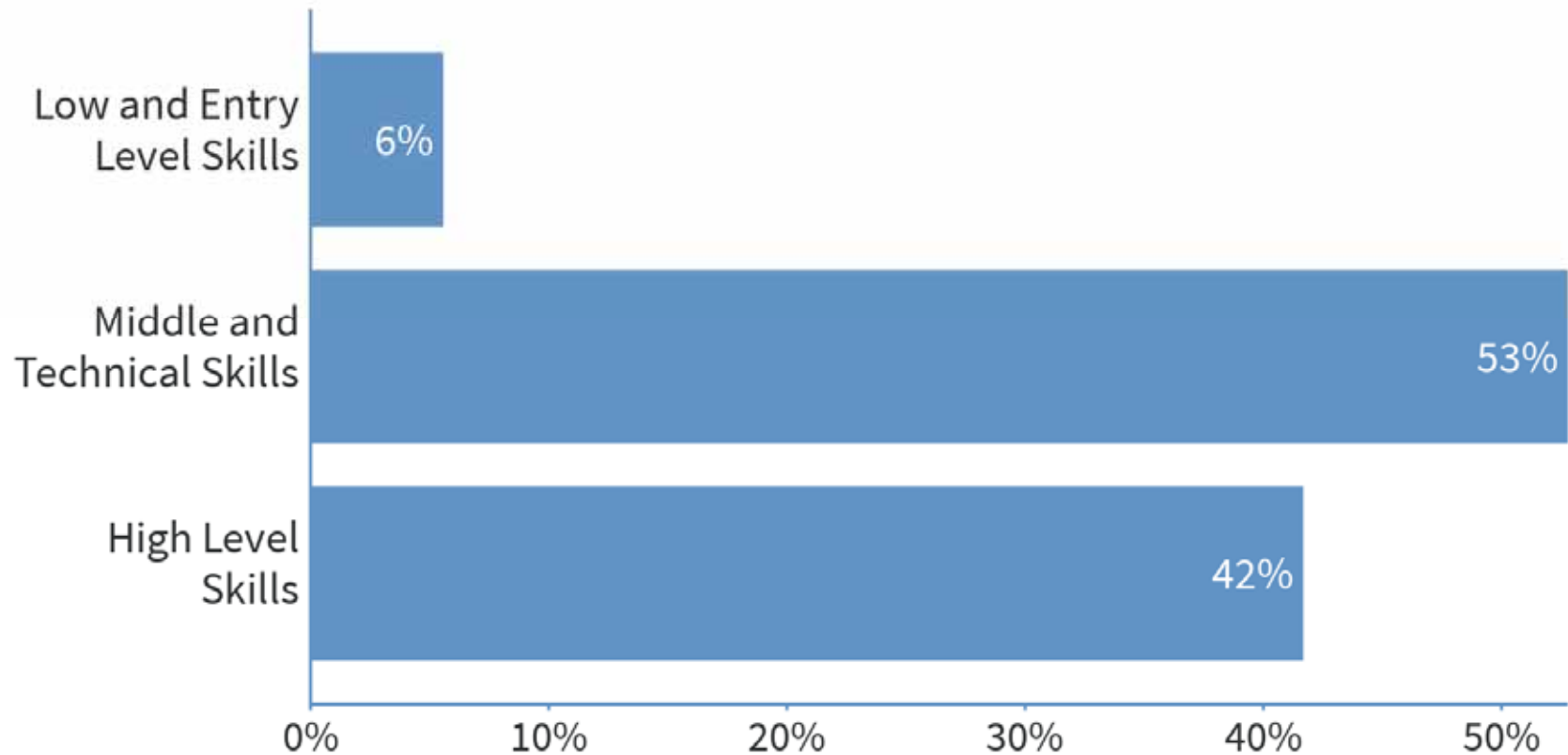
Good: 42%

Fair: 57%

Poor: 0%

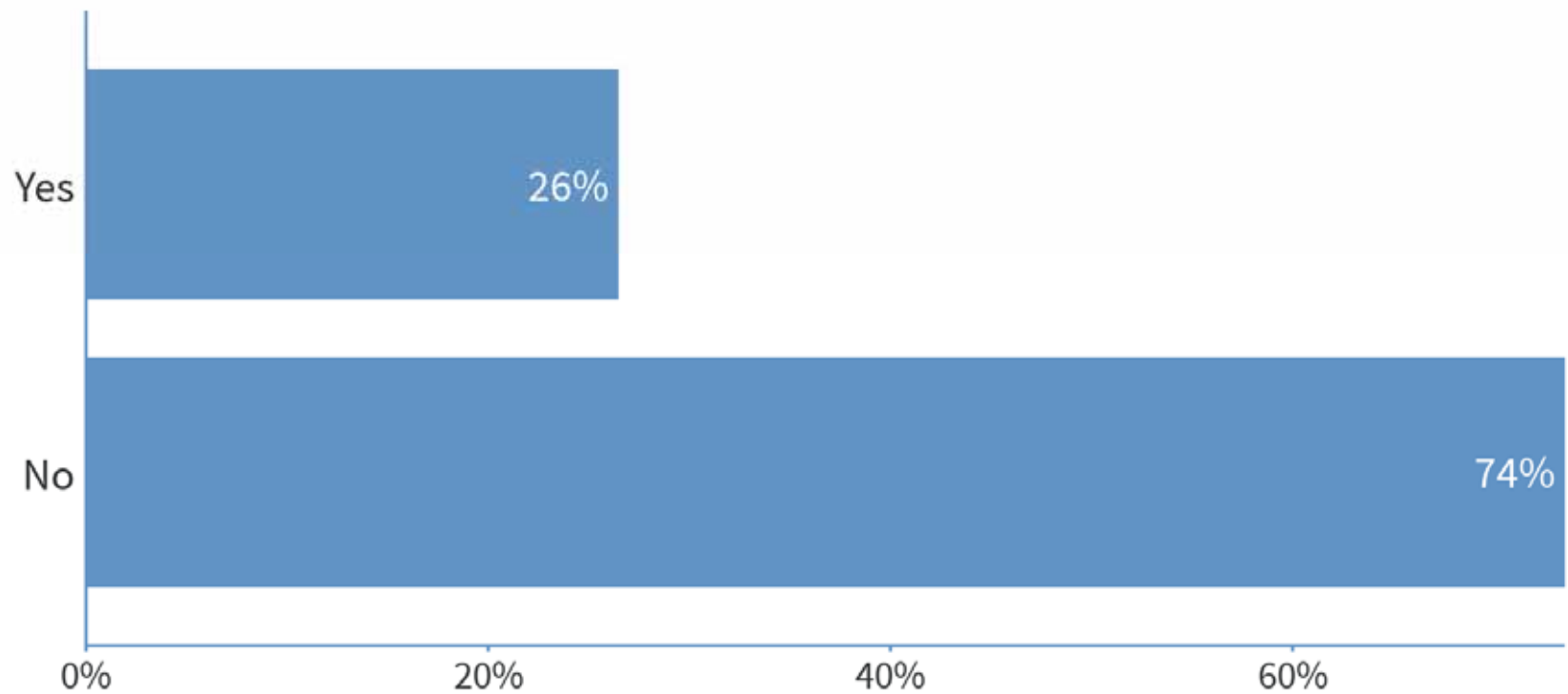
## Which skill levels do you find hardest to fill when hiring new employees?

When poll is active, respond at [PollEv.com/bridge](https://PollEv.com/bridge) Text **BRIDGE** to **22333** once to join



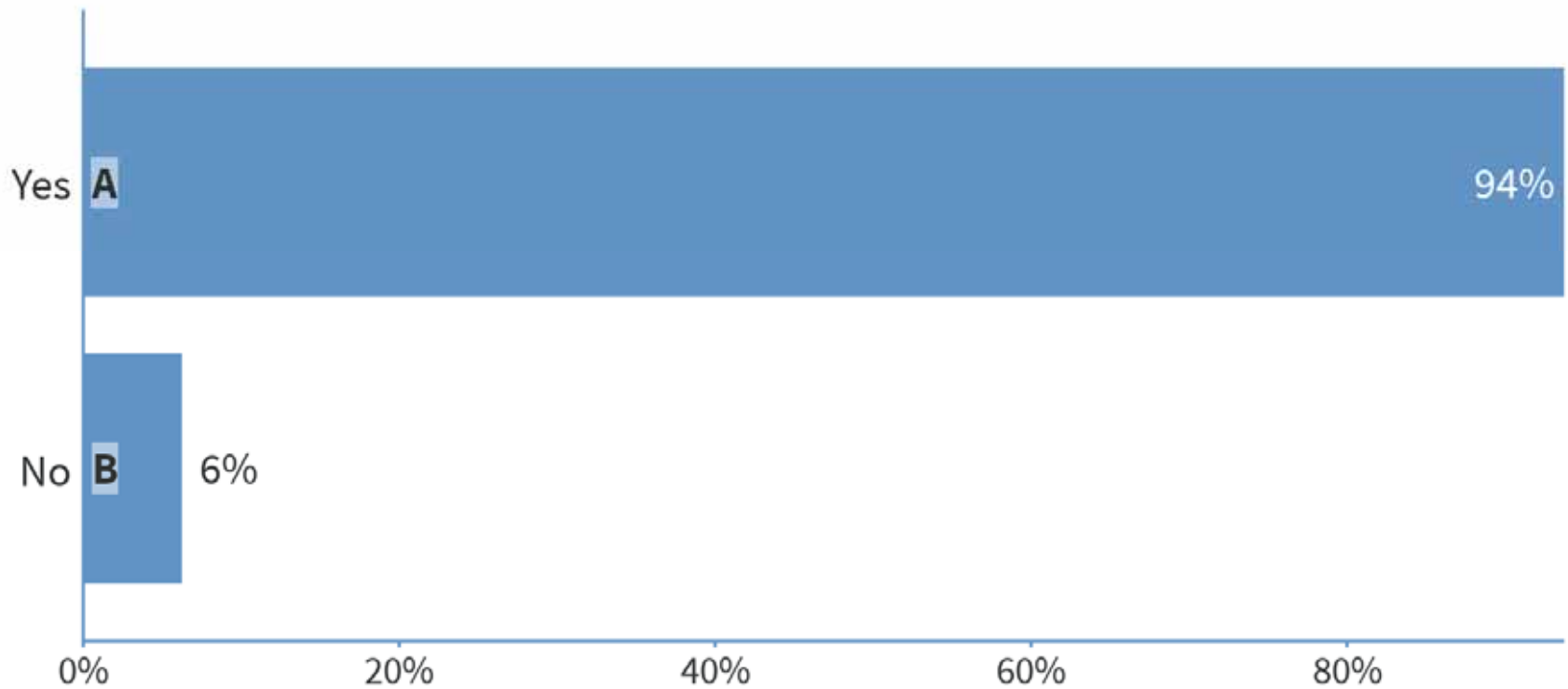
## Do you use Workforce Connections to help you identify qualified job candidates or train existing employees?

 When poll is active, respond at [PollEv.com/bridge](https://PollEv.com/bridge)  Text **BRIDGE** to **22333** once to join



## Would you be willing to consider and implement new ways to recruit well-matched talent into your organization?

Respond at [PollEv.com/bridge](https://PollEv.com/bridge) Text **BRIDGE** to **22333** once to join, then **A or B**

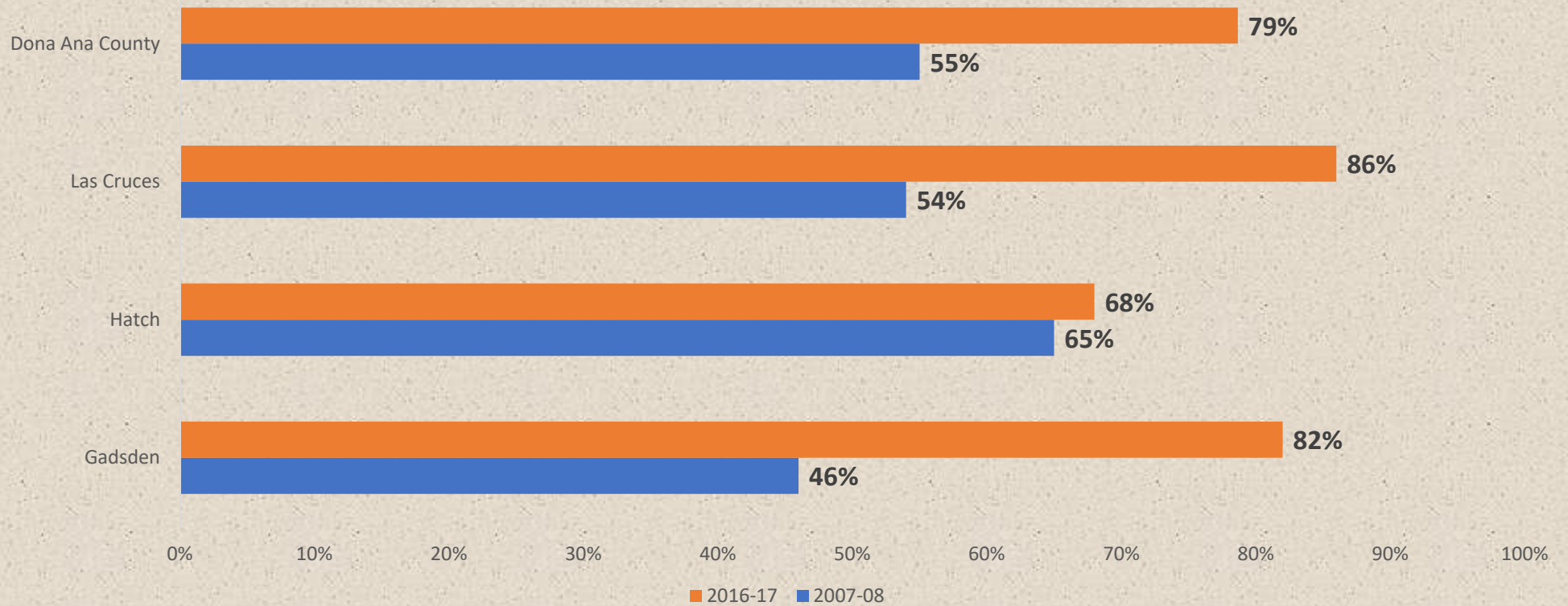


# The Bridge of Southern New Mexico

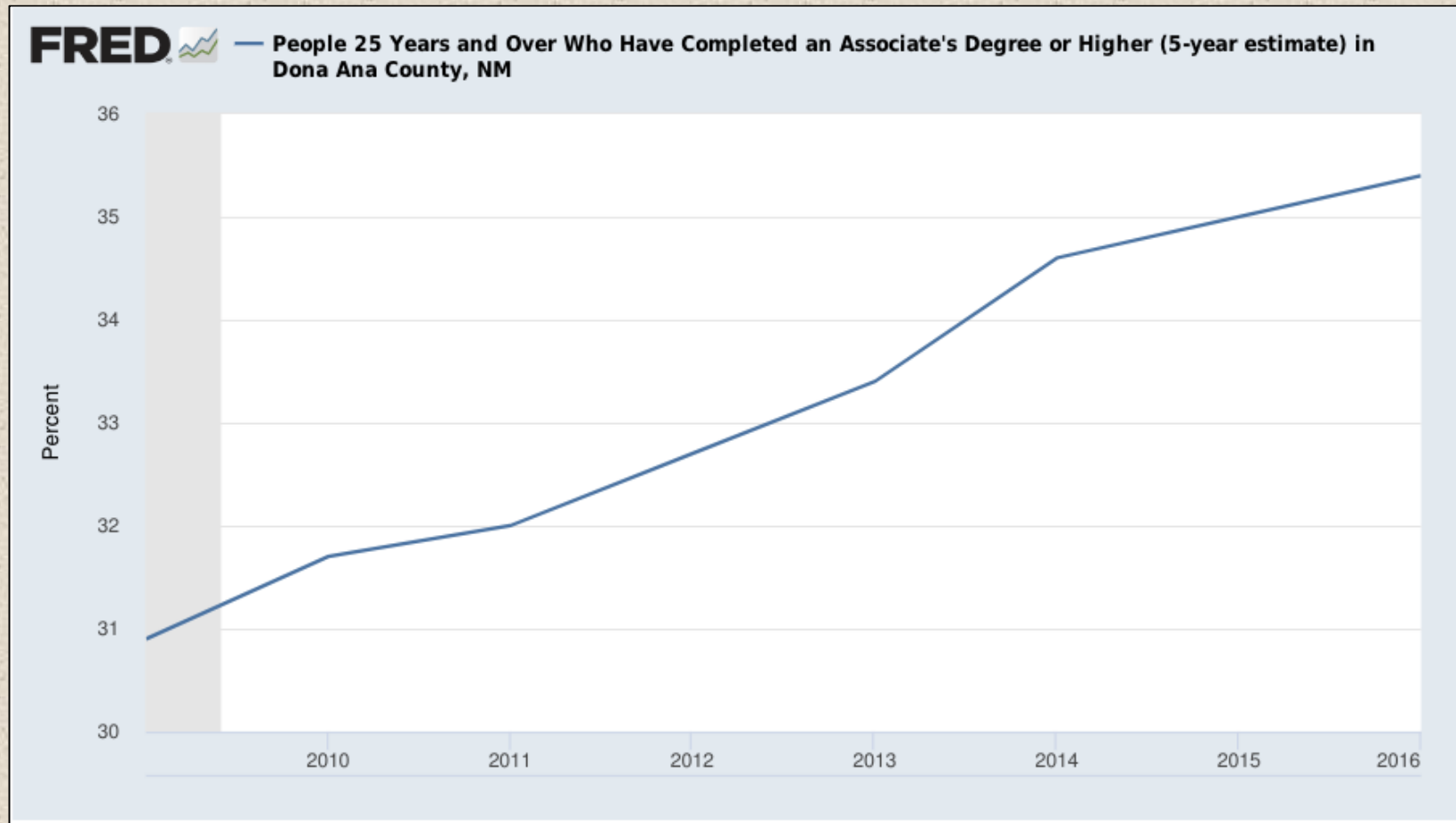
## Goals

- Support efforts that lead to annual increases in graduation/completion rates for high school, community college, and university students
- Build a diverse, highly skilled workforce that meets the needs of business and fuels future economic development

# Goal 1a: Increase High School Graduation Rates



# Goal 1b: Increase College Completion Rates





# Goal 2

Build a diverse, highly skilled  
workforce that meets the needs of  
business and fuels  
future economic development

# Workforce Talent Collaborative



A Bi-National Economic Alliance  
Juni 2011 - El Paso - Las Cruces

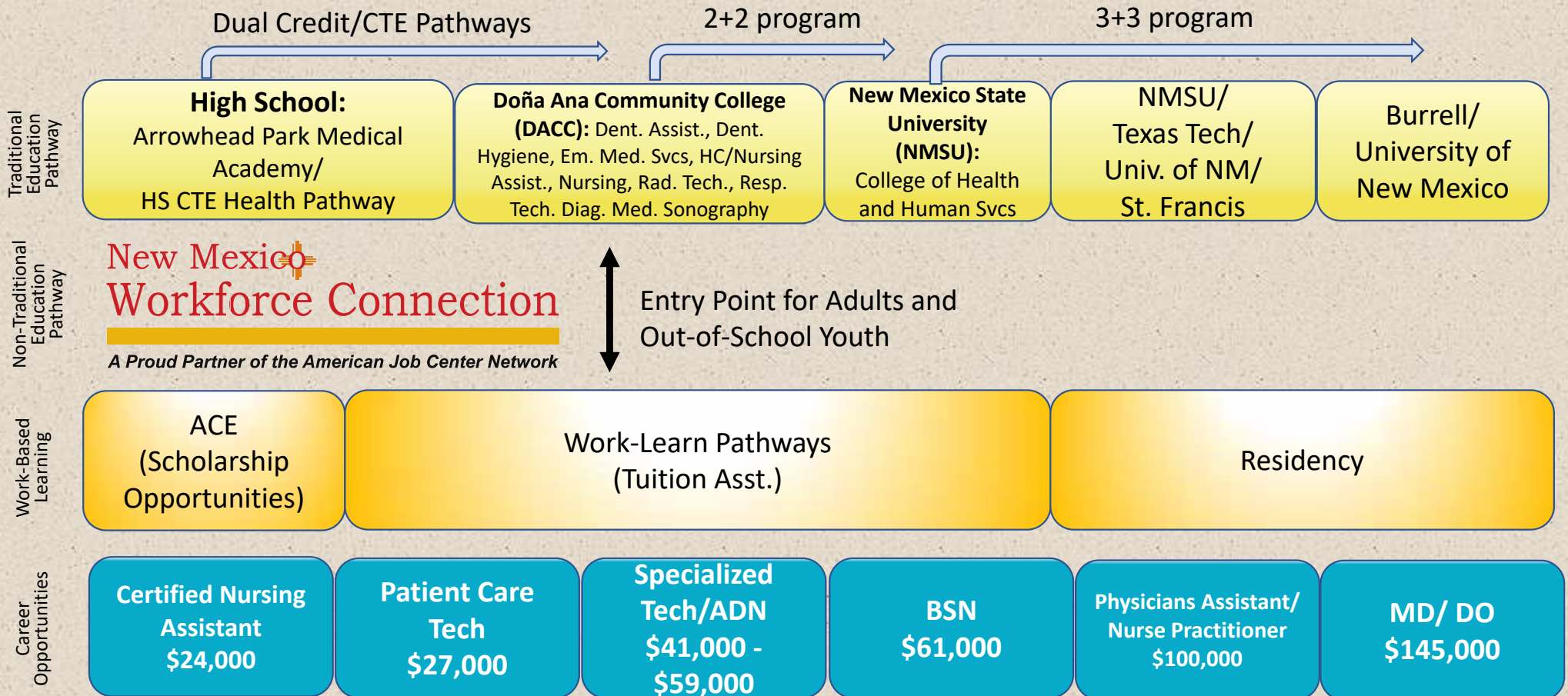


# Workforce Talent Collaborative

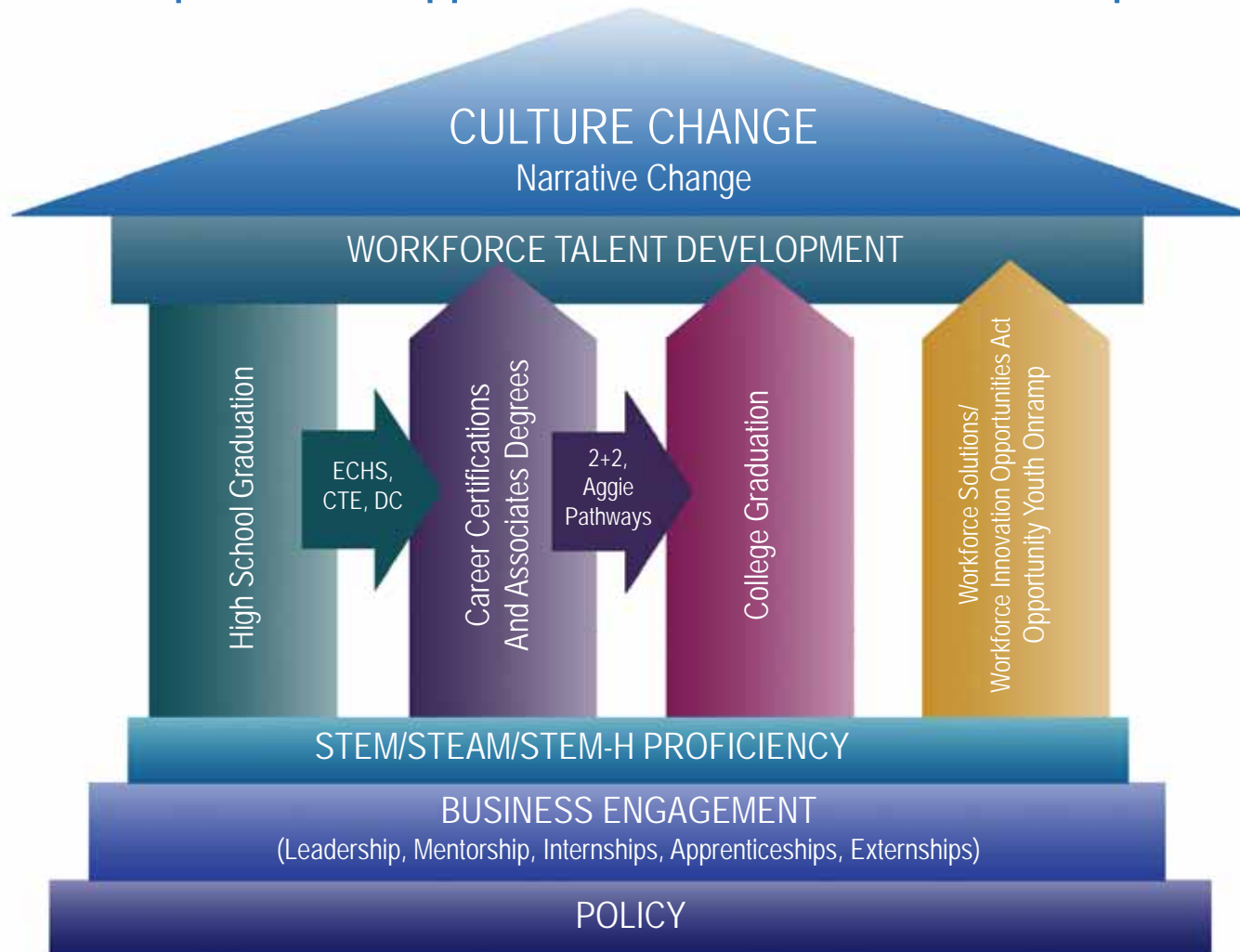
## Economic Development Targets

-  Healthcare
-  Defense
-  Agriculture
-  Digital media
-  Advanced Manufacturing
-  Transportation & Logistics
-  Energy
-  Aerospace

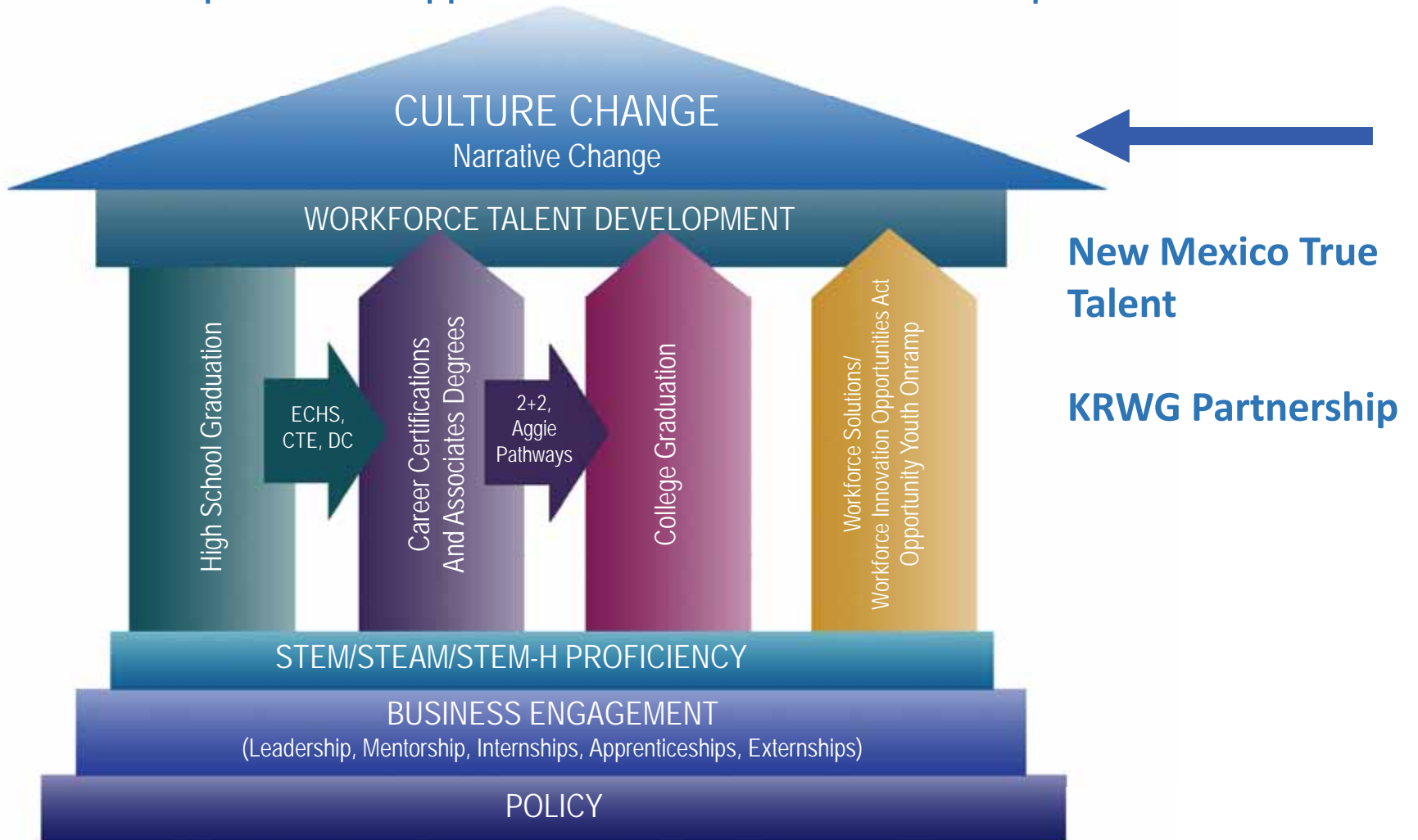
# Healthcare Sector Pathways, Partners, and Positions



# A Comprehensive Approach to Workforce Talent Development



# A Comprehensive Approach to Workforce Talent Development



[www.NewMexicoTrueTalent.org](http://www.NewMexicoTrueTalent.org)



The image shows a screenshot of the New Mexico True Talent website. At the top left, the logo reads "NEW MEXICO True TALENT" in a mix of bold, black, and orange fonts. Below the logo is a dark teal navigation bar with white text for "Home", "About Us", "Exploring Your Roadmap", "Career Pathways", and "How You Can Help", along with a search icon on the right. The main content area features a large, vibrant photograph of a diverse group of smiling young people in a school hallway. Below the photo is an orange banner with white text that reads: "You have the power and the resources to become the best, most qualified New Mexico True Talent you can be! We welcome you to explore this unparalleled set of free, online resources to help you build and navigate your own roadmap from school to college to career."

## EXPLORING YOUR ROADMAP

Welcome to Doña Ana County's most comprehensive collection of resources for connecting New Mexico's youth and young adults, parents, teachers, and businesses with the skills, training, and resources they need to succeed. Connecting our people, New Mexico's True Talent, to the rich resources we have, is the key to your bright future and ours. No matter who you are, or where you are in your journey, there is a wide variety of resources available to you in our virtual one-stop shop.



### Resources for Students

Students can make decisions today that put you on a strong path for tomorrow. Check out this wide range of tools available to help navigate from here to there.



### Resources for Parents

Doña Ana County is quickly becoming the best place to connect your potential, as well as that of your children, with the very real opportunities for careers in well-paying industries here now and poised for growth.



### Resources for Teachers

Connect your students to valuable information and free, on-line resources that can help them build a bridge from choices today to an abundance of career and life opportunities tomorrow.



### Resources for Business

Whether you need qualified talent today, or a strong pipeline of talent for tomorrow, the whole workforce system is working together like never before.





## We are New Mexico TrueTalent!

New Mexico is a state poised for transformation: rich in educational assets, thriving industries, hotbeds of innovation, and growing opportunities for those who live here.

The bridge between the New Mexico that is today and the New Mexico that could be tomorrow lies in connecting our TrueTalent – our state's greatest resource – with the skills and knowledge they need to succeed.

Workforce talent pathways linked to higher-skilled, higher-paying industries targeted by economic development can connect youth, young adults, and even on- and under-employed workers with not just jobs, but careers with career ladders and opportunities for advancement in skills and income.

It won't take a lot of change to make A LOT of change in New Mexico. We just need to be intentional at connecting the dots by closing the awareness and opportunity gaps that have persisted for far too long and telling the story of all that New Mexico has to offer.

► Learn more at [NewMexicoTrueTalent.org!](http://NewMexicoTrueTalent.org!)



The Bridge of Southern New Mexico

3602 Arrowhead Drive, Bldg #6, Las Cruces, NM 88001  
Facebook: The Bridge of Southern New Mexico  
Twitter: @TheBridgeSNM  
www.TheBridgeSNM.org • www.NewMexicoTrueTalent.org



# NEW MEXICO True TALENT

**The Aerospace, Space, and Defense Industries are some of the most exciting, best-paying industries in the region!**

From the opportunities coming to life at SpaceX America to a host of exciting careers at White Sands Missile Range, NASA, and businesses building the future of drones and other technologies, there are a wide range of jobs that offer great opportunities and higher than average incomes.

You have everything you need to be successful in this industry, and here's the path to get you there.

**We want you to be ready for success, because you are NewMexicoTrueTalent!**  
**Everything You Need to Be Successful in Aerospace, Space, and Defense**

	Dual Credit/CTE Pathways	2+2 to Applied Degrees
<b>Education to get you career ready</b>	<b>High School Career and Technical Education Pathways:</b> Aerospace, Computer Information, Electrical Programs, Electronics, HVAC, Welding, Drafting & Design, Project Lead The Way	<b>Delta Area Community College (DAC):</b> General Engineering, Aerospace, Computer Information, Mechanical Drafting & Design, Electrical & Welding, Technology, Career Security
	Every point for out-of-school youth and adults <small>New Mexico Workforce Connection</small>	
<b>Hands-on experience</b>	<b>Student Internships, Summer and Part-Time Jobs, Union Apprenticeships</b>	<b>Paid Internships and Co-Op Part-Time Jobs</b> Arrowhead Center (Studio 6)
<b>Career Opportunities</b>	<b>Trades/Technicians:</b> Welders, HVAC, Ship Fabricators, other support network positions \$30,000 - \$50,000	<b>Engineering Technicians:</b> Testing & Inspection, Facilities, Communications, Electronics \$24,000 - \$35,000
	<b>Physicians, Chemists, Engineers:</b> Mechanical, Electrical, Aerospace, Chemical, Computer, Civil, Industrial \$60,000 - \$112,000	<b>Start Your Own Business</b>

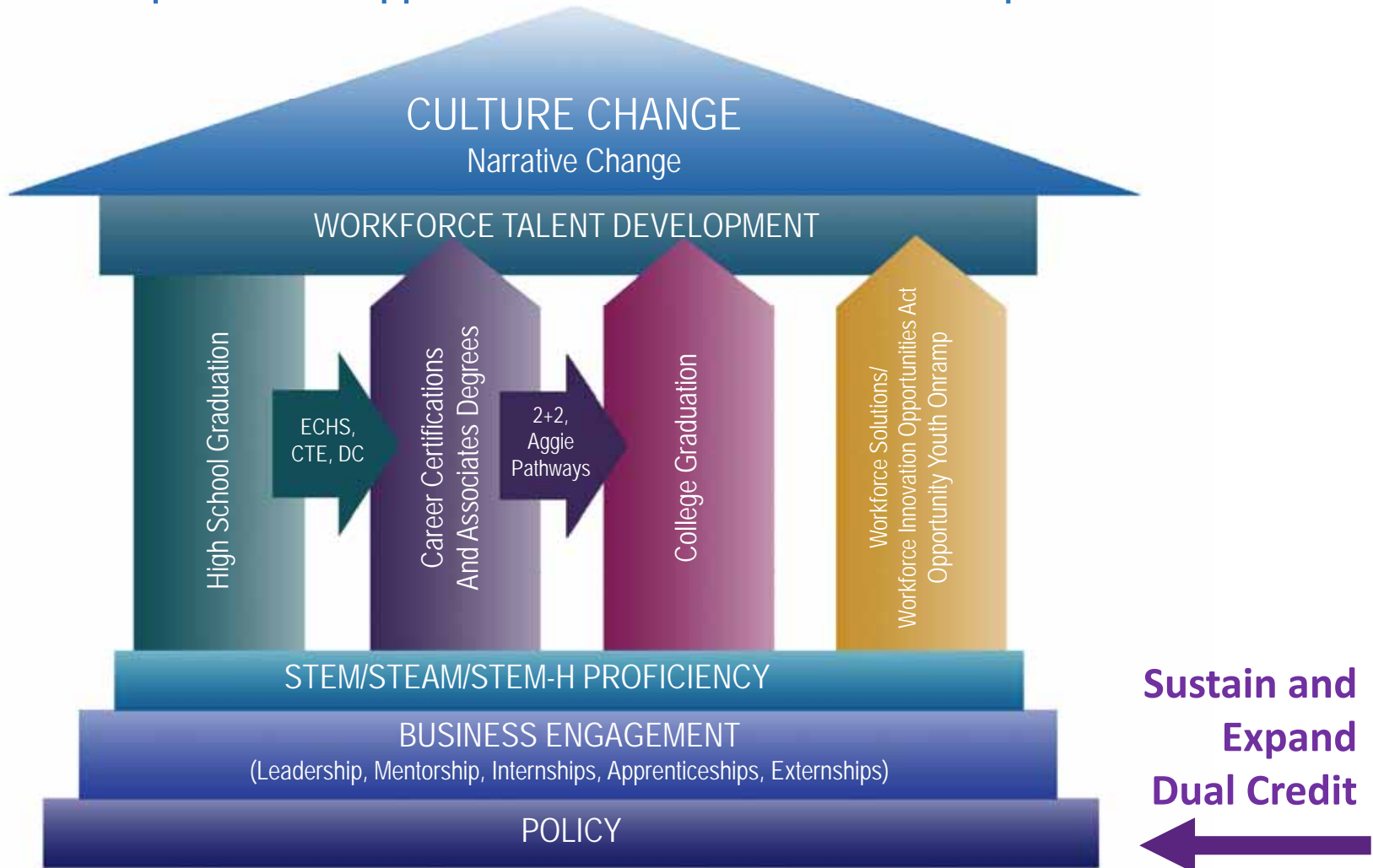
**Learn more at [www.NewMexicoTrueTalent.org!](http://www.NewMexicoTrueTalent.org!)**

Produced by The Bridge of Southern New Mexico • 3602 Arrowhead Drive, Bldg #6, Las Cruces, NM 88001 • [www.TheBridgeSNM.org](http://www.TheBridgeSNM.org)

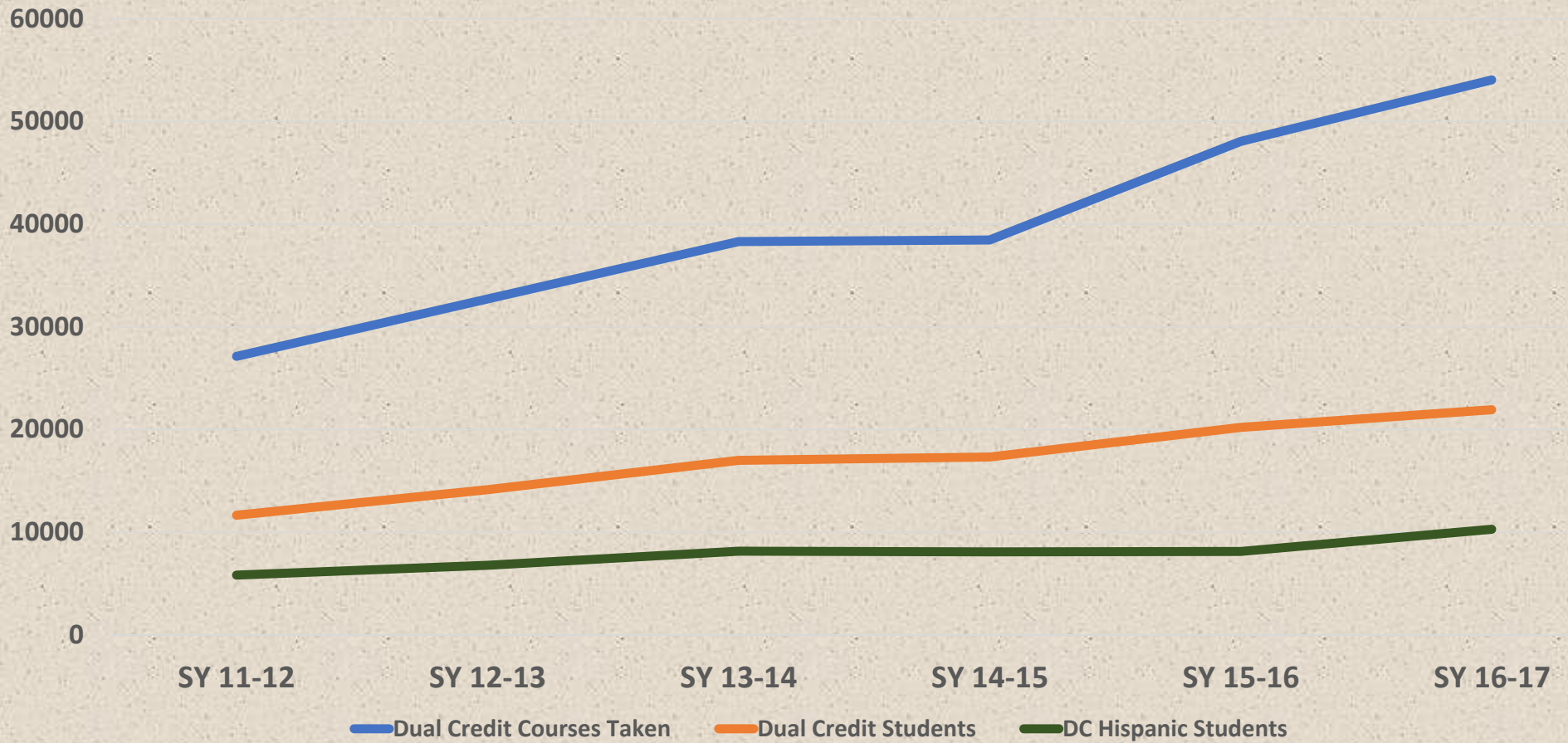
# KRWG Partnership Fronteras: Building a 21st Century Workforce



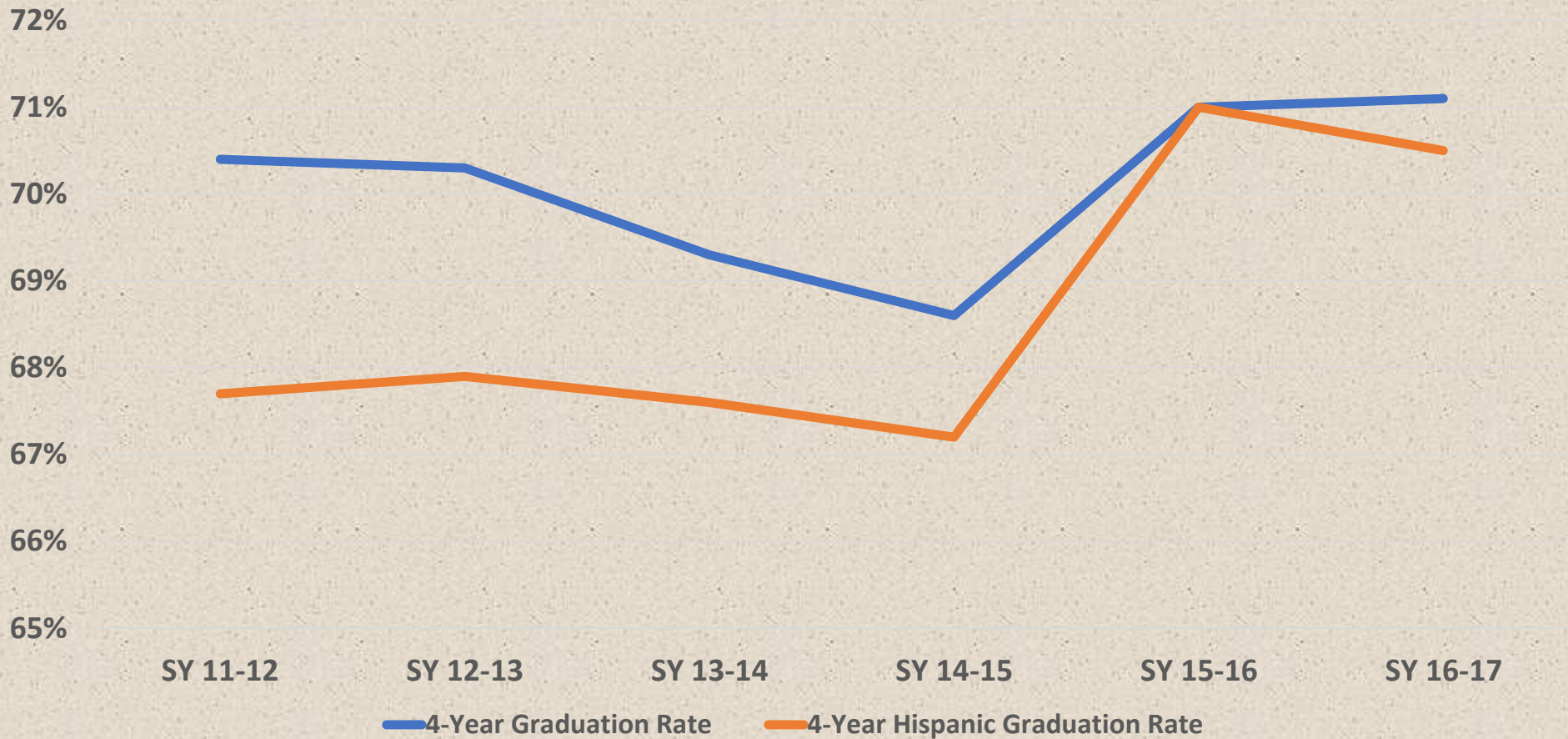
# A Comprehensive Approach to Workforce Talent Development



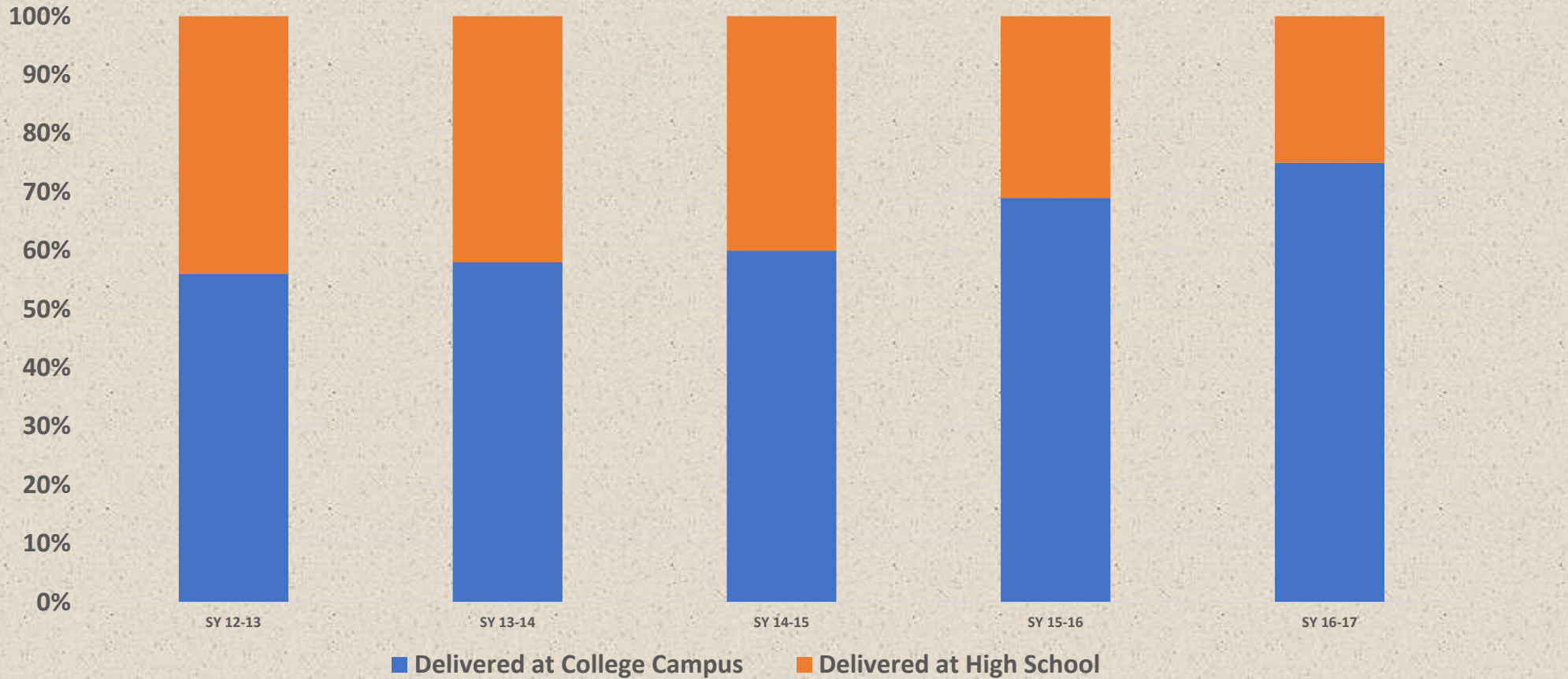
# Dual Credit in New Mexico



# New Mexico Graduation Rates



# Where Courses are Delivered



# Dual Credit Can Close Workforce Gaps

Middle Skill Jobs

DWS Star Occupations

DWS Difficult to Fill Positions

# Dual Credit Provides ROI to New Mexico Families

4-Year College Degree **\$13**

2-Year College Degree **\$ 6**

Annual College Savings for Families

**\$5,000-\$15,000**



# Dual Credit Provides ROI to the State

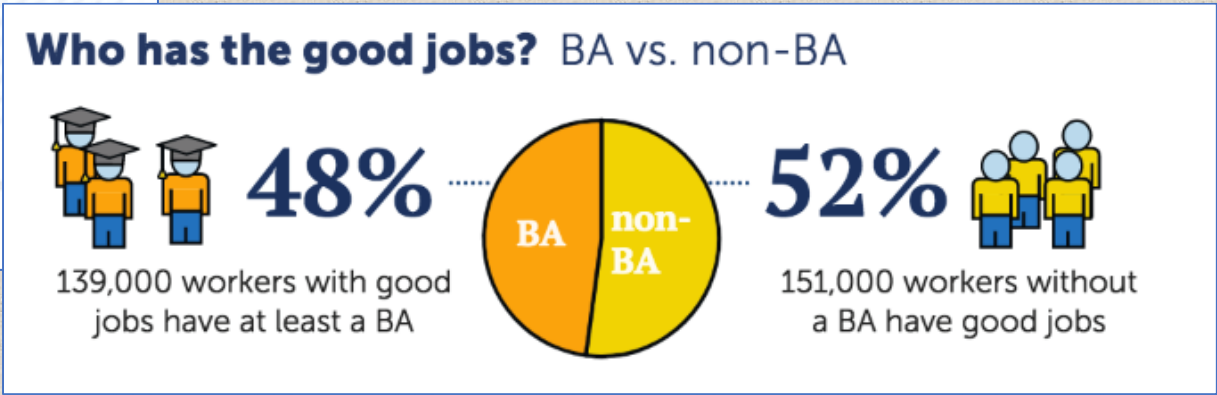
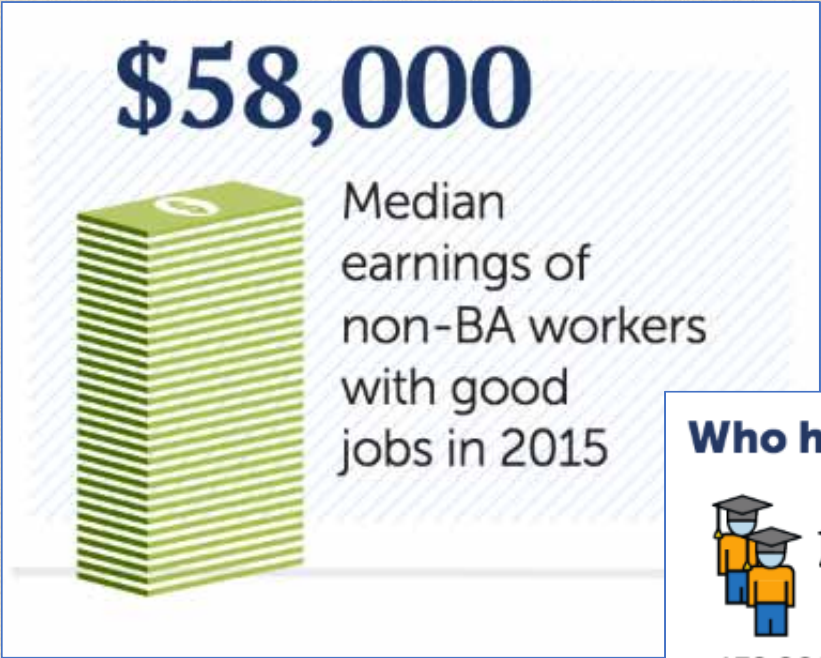
4-Year College Degree	<b>\$1.12 - \$1.28</b>
2-Year College Degree	<b>\$ .71</b>

# New Mexico True Talent Acceleration Fund

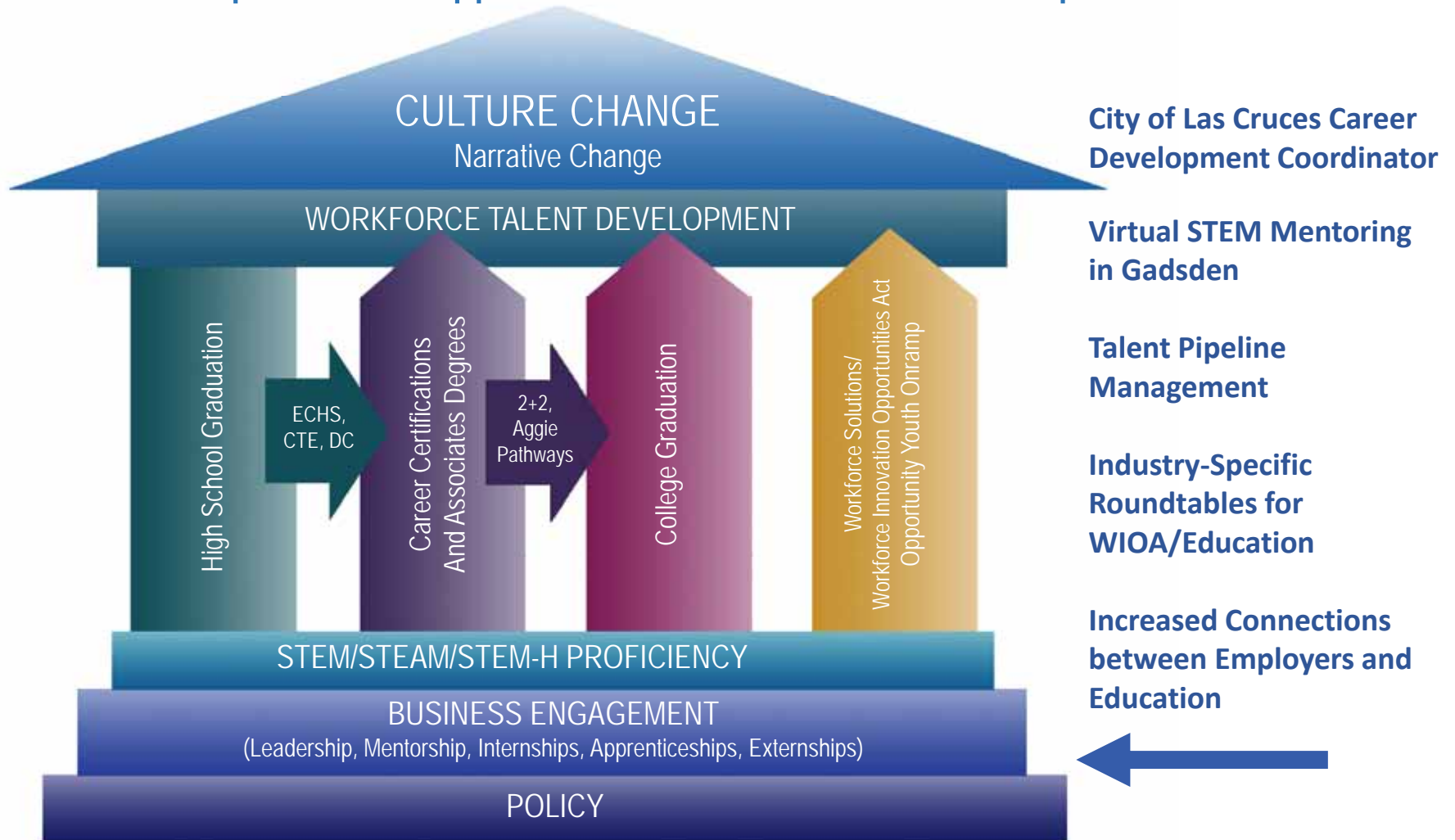
- Platform for K-14/K-16/K-20 system
- Stable funding source of \$9 to \$12 million
- Clear communication for students, families, and educators
- Solidifies pathways to college completion
- Addresses the state's middle-skills workforce gaps
- Creates the platform for a shared data system

# Good Jobs that Pay without a BA – New Mexico

Georgetown University Center on Education and the Workforce



# A Comprehensive Approach to Workforce Talent Development



# Survival Skills of the Future

Tony Wagner

Agility and adaptability

Curiosity and imagination

Critical thinking and  
problem solving

Initiative and  
entrepreneurship

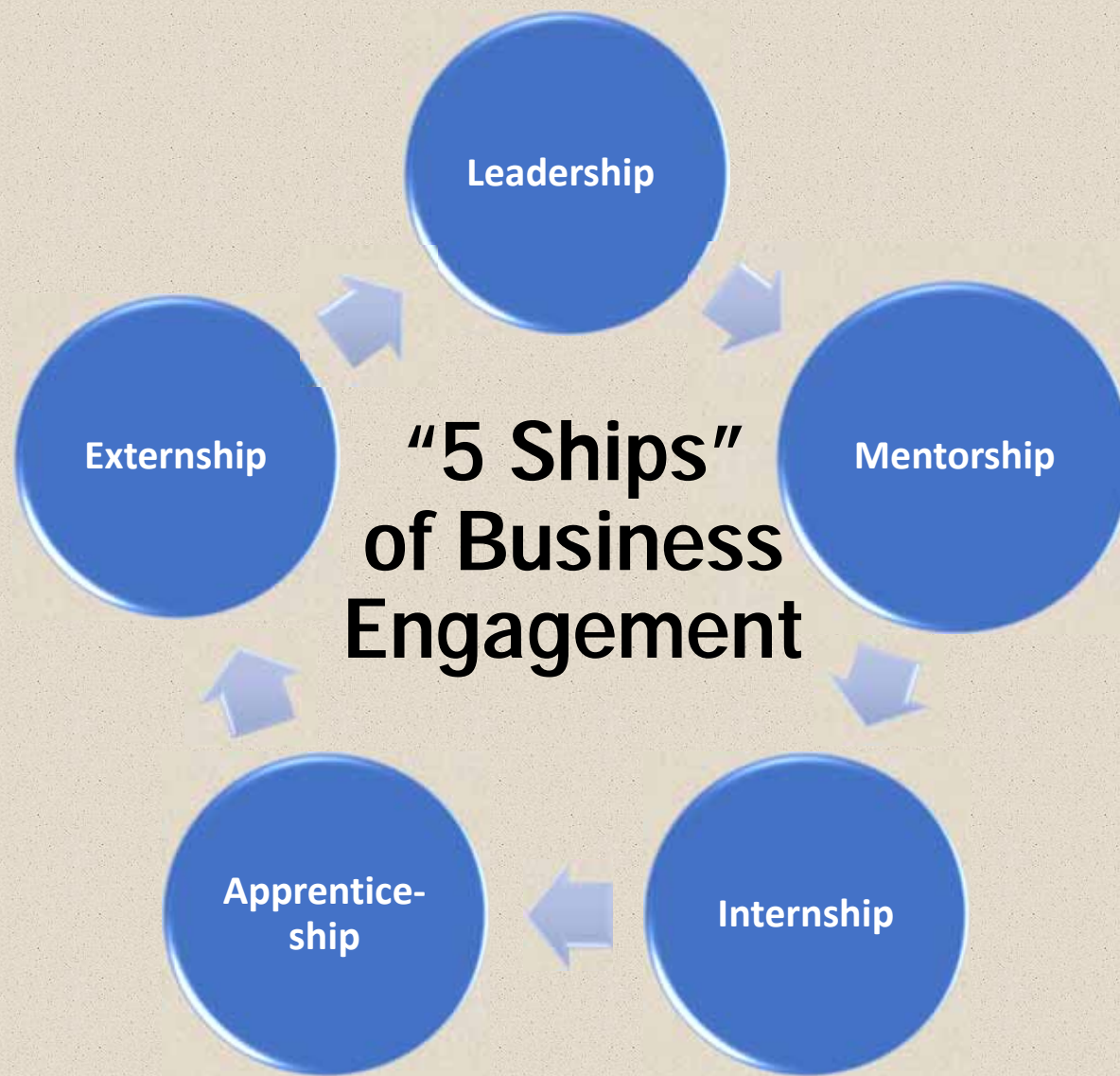
Accessing and analyzing information

Collaboration across networks and leading by  
influence

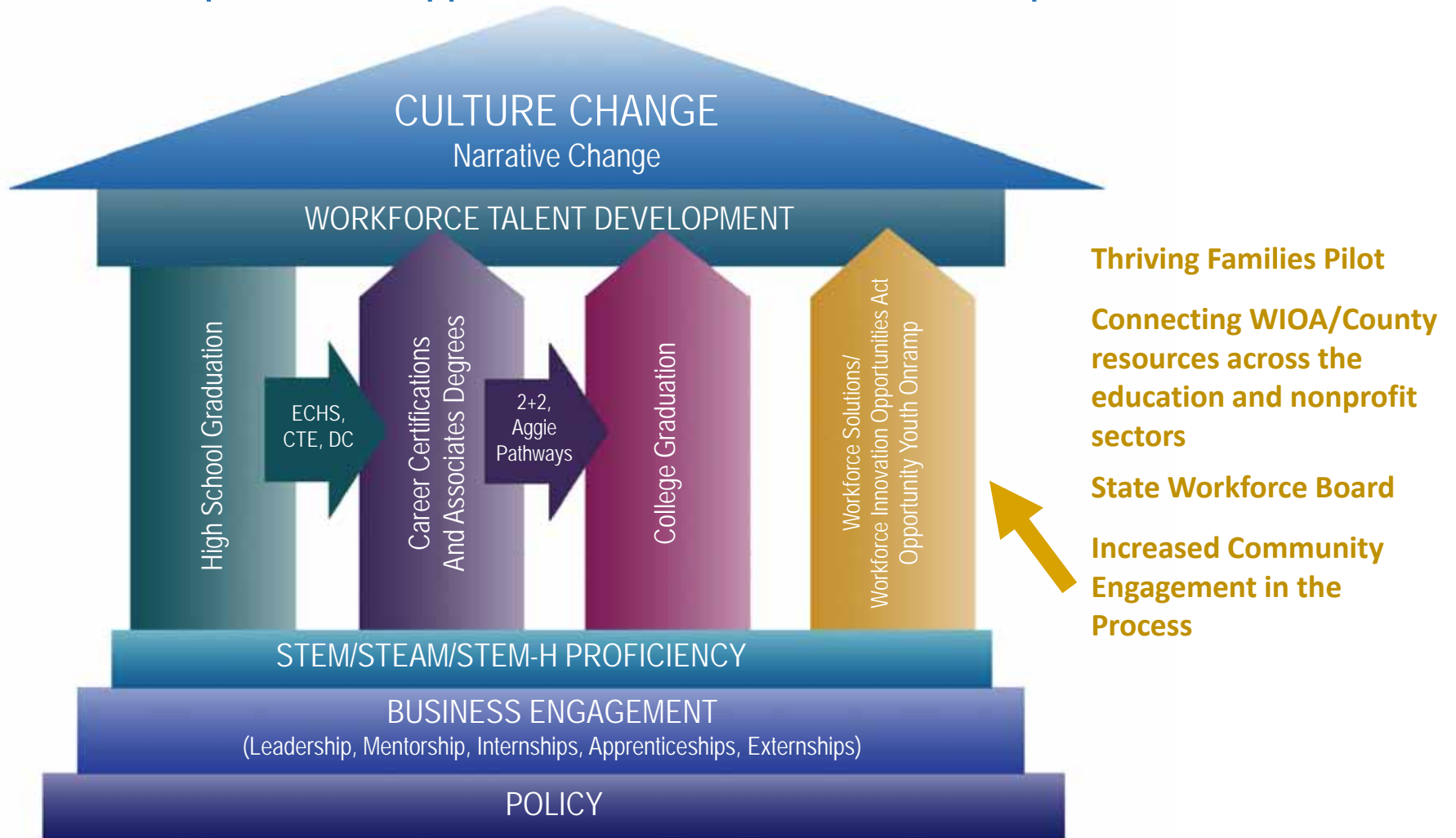
# Most and Least Helpful Sources of Advice by Highest Level of Education

HIGHEST LEVEL OF ED.	TOP 3 MOST HELPFUL SOURCES	BOTTOM 3 MOST HELPFUL SOURCES
Associate's degree	<ul style="list-style-type: none"> <li>⑩ Community leader (92%)</li> <li>⑩ HS coach (89%)</li> <li>⑩ Employer or coworker/HS teacher/ Person with experience in field (85%)</li> </ul>	<ul style="list-style-type: none"> <li>⑩ Print media (71%)</li> <li>⑩ Internet media (68%)</li> <li>⑩ HS counselor (65%)</li> </ul>
Some college, no degree	<ul style="list-style-type: none"> <li>⑩ Military (81%)</li> <li>⑩ Person with experience in the field (80%)</li> <li>⑩ Staff at college, non-adviser (77%)</li> </ul>	<ul style="list-style-type: none"> <li>⑩ Friend (63%)</li> <li>⑩ HS counselor (61%)</li> <li>⑩ College counselor (59%)</li> </ul>
Bachelor's degree	<ul style="list-style-type: none"> <li>⑩ Person with experience in field (85%)</li> <li>⑩ Community leader (83%)</li> <li>⑩ Military (81%)</li> </ul>	<ul style="list-style-type: none"> <li>⑩ Internet/Print media (67%)</li> <li>⑩ College counselor (65%)</li> <li>⑩ HS counselor (59%)</li> </ul>

Source: Gallup and the Strada Education Network. Major In Sequence: Where Students Get Valued Advice on What to Study in College.



# A Comprehensive Approach to Workforce Talent Development





# Workforce Connections for Business

- Job and Internship Advertising
- Candidate searches, screening, assessment, off site interviews, and hiring events
- New hire payroll subsidy
- Training cost reimbursement
- Veteran candidate searches

[Home](#) | [Who We Are](#) | [What We Do](#) | [How We Do It](#) | [Return on Investment](#) | [News & Events](#) | [How You Can Help](#)

## Connecting the Dots from High School to College to Careers

The Bridge has been at work for the past six years to help connect the dots between education and career readiness – investing in the future of our community by investing in our greatest resources – young people and the institutions that prepare them for life.

Students are looking for purpose and meaning, an identity, and the sooner they connect their natural giftedness and interests with the skills and knowledge available through Doña Ana County's rich educational assets, the sooner they begin to see who they could be.

Together, we will continue to pursue the most promising practices, tools, and programs for connecting the answers to students' questions, "What do I want to be when I grow up?" to "What we, as a community, want to be when we grow up?"

We support four interconnected priorities that propel students toward high school, post-secondary, and career success. And we lead a partnership working to meet the overarching community need for a comprehensive plan for workforce development aligned to growing well-paying industries to support the long-term economic strengthening of the region.

Learn more:  
[thebridgeofsnm.org](http://thebridgeofsnm.org)



@thebridgeofsnm