

STATE-TRIBAL COLLABORATION ACT
2022 AGENCY REPORT

New Mexico Department of Workforce Solutions

I. EXECUTIVE SUMMARY

- A. ***Agency Overview.*** In 2007, the New Mexico State Legislature passed House Bill 1280 thereby creating the New Mexico Department of Workforce Solutions (DWS). The legislation combined all functions and staff of the Governor’s Office of Workforce Training & Development with all functions and staff of the New Mexico Department of Labor. Although DWS has experienced several name changes over the years, the mission of the department remains unchanged – to provide workforce services to the citizens of New Mexico.

The federal government provides approximately 80% of the New Mexico Department of Workforce Solutions total operating budget currently. A combination of General Fund and other State Funds make up the remainder to funds for department operations.

Program Description:

The Employment Services Division (ESD) is responsible for connecting employers to qualified candidates, as well as connecting job seekers to available job openings. The division encompass several workforce-specific programs and are included in detail in this report. The ESD provides direct employment services to job seekers and businesses throughout New Mexico through the local New Mexico Workforce Connection Centers (NMWCC). The ESD has approximately 350 staff members located in 23 communities statewide. The ESD personnel assist businesses with the development of job recruitments/postings, special recruitments, analysis of hard to fill jobs, layoffs, and skill assessments tailored for their individual needs. The staff also assists job seekers with job searches, job referrals, and placement as well as customized skill development relating to interviewing and resume writing.

The ESD builds a strong partnership with businesses and the public workforce system, and provide solutions, tools, and services. The ESD works with New Mexico businesses to provide personalized business solutions through the New Mexico public workforce system and to assure that the public workforce system is responsive to the current and future needs of New Mexico businesses. The ESD provides training and technical assistance, builds relationships with state and local educational institutions, creates connections with national and state industry associations, and facilitates local engagement. The ESD includes the following workforce programs: Work Opportunity Tax Credit (WOTC); Trade Adjustment Assistance (TAA); Jobs for Veterans, New Mexico Works/Temporary Assistance for Needy Families (TANF) and Rapid Response (RR) units.

Primary Services Provided/ Beneficiaries, Current Service Levels:

The ESD is funded by the US Department of Labor (USDOL) Wagner-Peyser and Veteran grants. ESD staff provides front-line employment services to veterans, job seekers, and businesses and are located throughout the state in 23 communities. The ESD is a partner in all of the state's New Mexico Workforce Connection Centers (NMWCC) and works collaboratively with the Local Workforce Development Boards.

The reemployment initiative, Reemployment Services and Eligibility Assessments (RESEA) administered within the ESD connects Unemployment Insurance (UI) recipients with in-person assessments and reemployment services through the NMWCCs around the state. RESEA has a strong foundational approach in accountability and assisting jobseekers with varying educational and employment backgrounds to obtain rapid re-employment, thus reducing individuals' time between periods of unemployment. Activities include developing an individual re-employment plan, providing labor market information, identifying job skills and prospects, and reviewing the claimants' continued UI benefit eligibility.

The state AmeriCorps program and the New Mexico Commission for Community Volunteerism are administered within the ESD and include AmeriCorps funds through both the formula and competitive mechanisms. This includes programs implemented by public and nonprofit partners in New Mexico communities. Funding through the grant enables people of various ages and backgrounds to help meet local needs, strengthen communities, and increase civic engagement through national service in New Mexico. Serving with more than 680 national and local nonprofits, schools, faith-based organizations and other groups, these AmeriCorps members tutor and mentor children, support veterans and military families, provide health services, participate in environmental restoration projects, respond to disasters, increase economic opportunity, and recruit and manage volunteers.

The Work Opportunity Tax Credit (WOTC) program is a federal tax credit program that may earn businesses credit between \$2,400 and up to \$9,000 per qualified employee. WOTC provides federal tax credits to businesses who hire new employees from the nine population groups for employment opportunities. The nine population groups are: TANF recipients (Temporary Assistance to Needy Families); Veterans receiving SNAP benefits (Supplemental Nutrition Assistance Program) or discharge from the service; formerly incarcerated, high risk youth living in designated areas; workers referred by summer youth; 18-39 year-old SNAP recipients; supplemental social security income recipients; and long term family assistance recipients.

Trade Adjustment Assistance (TAA) program is a federally funded program to assist workers who are dislocated due to foreign imports or the transfer of production to Mexico or Canada. The program offers retraining, and reimbursement for job search and relocation expenses. It also provides monetary benefits, referred to as TRA, for those who enroll in TAA approved training.

Jobs for Veterans provides federal funding to support the Disabled Veterans Outreach Program (DVOP) specialist and Local Veterans Employment Representative (LVER) staff. The DVOP specialists focus their role responsibilities to assist veterans with Significant Barriers to Employment (disability, homeless, formerly incarcerated, and low income) and other designated populations that can benefit from DVOP careers services. The LVER staff focus their role responsibilities to assist businesses to recruit and hire qualified veterans. LVER staff provides veterans job development and participate in job/career fairs, business and trade events.

New Mexico Works connects TANF (Temporary Assistance to Needy Family) participants to exciting career opportunities through the Career Link and Wage Subsidy programs. The Career Link candidates hired into part-time positions, work for 12-20 hours per week for up to six months. The Wage Subsidy candidates hired full-time, work 40 hours per week jobs within government agencies for up to 12 months.

Rapid Response (RR) is early an intervention service to assist both employers and employees affected by layoffs or plant closures. When a company has to lay-off numerous employees, unique challenges arise for both the employer and the affected workers. Rapid Response services provide access to user-friendly resources and information to help transition affected workers into re-employment.

Mobile Outreach utilizes NMDWS's mobile outreach unit by providing on-site re-employment services at job fairs and events across the state. The Mobile Outreach covers information and assistance for all NMDWS programs and services, and can be deployed throughout the state.

Major Issues, Accomplishments, Changes Included in the Base Budget Request:

The Employment Services Division (ESD) staff increased focus on both the needs of businesses as well as re-employment services. The ESD will continue to focus on business as the primary driver of services and create new initiatives to serve all customers despite the challenge of decreased federal funding, minimal state funds, and a continued increase in the demand for our workforce services.

Staff across the division have taken more prominent roles in: assisting employers with onsite recruiting; screening potential candidates; coordinating and participating in job fairs; providing assessment opportunities to applicants; entering and increasing the number of job postings in New Mexico's Workforce Connection Online System; and ensuring that referrals to jobs are made with qualified applicants.

- B. **Mission Statement.** The Department's mission is to Educate, Empower, Employ and Enforce.
- C. **Agency-specific and applicable/relevant state or federal statutes or mandates.** All divisions within NMDWS are governed by the state or federal law that governs individual programs such as the Workforce Innovation and Opportunity Act, Wagner-Peyser Act, Section 903 of the Social Security Administration Act, New Mexico's

Unemployment Insurance Act, Worker Adjustment and Retraining Notification Act (WARN), the state minimum wage act and the Human Rights Act. The U.S. Department of Labor, Veterans’ Employment and Training Service (VETS), Title 38, Chapter 41 and 42, 20 CFR Part 1010, Priority of Service for Covered Persons; Final Rule for eligible veterans and eligible spouses.

D. Significant state-tribal issues, recommendations and/or priorities addressed in FY2022. Due to the Statewide Public Health Order to mitigate COVID-19 community spread, the department implemented telework status for its employees with travel restrictions. The State of New Mexico gradually re-opened its economy in July 2021.

■ NM DWS established ReadyNM (at www.ready.nm.gov) in partnership with Workforce Connection and NM Higher Education Department for workforce training programs, tourism workforce shortage with training reimbursement funding for new and promoted employees.

■ NMDWS in partnership with the Workforce Boards manages the NM Workforce Connection Centers (WCC). There are eight workforce centers located near Native American lands. Provided below is a list of the NM WCC with available staff to assist jobs seekers and provide business services.

NM WORKFORCE CONNECTION CENTERS AND TRIBAL COMMUNITIES			
WORKFORCE CONNECTION CENTERS	NATIONS, TRIBES OR PUEBLOS	TYPE OF ACTIVITIES (Job Seekers/Enterprise)	TRIBAL PARTICIPANTS
Lincoln WCC/Ruidoso	Mescalero-Apache Tribe	Workforce Training Employment Workshops Business Services Job/Recruitment Fairs Business Services Workforce Programs	Tribal Management Program Officers Tribal Members
Bernalillo WCC/ Albuquerque	Acoma Pueblo Isleta Pueblo Laguna Pueblo Sandia Pueblo	Workforce Training Employment Workshops Business Services Job/Recruitment Fairs Business Services Workforce Programs	Tribal Management Program Officers Tribal Members
Luna-Hidalgo WCC/Deming	Fort Sill Apache Tribe	Workforce Training Employment Workshops Business Services Job/Recruitment Fairs Business Services Workforce Programs	Tribal Management Program Officers Tribal Members
McKinley WCC/ Gallup	Navajo Nation	Workforce Training Employment Workshops Business Services Job/Recruitment Fairs Business Services Workforce Programs	Tribal Management Program Officers Tribal Members
Sandoval WCC/ Town of Bernalillo	Cochiti Pueblo Jemez Pueblo San Felipe Sandia Pueblo Santa Ana Pueblo Zia Pueblo	Workforce Training Employment Workshops Business Services Job/Recruitment Fairs Business Services Workforce Programs	Tribal Management Program Officers Tribal Members

San Juan WCC/ Farmington	Navajo Nation	Workforce Training Employment Workshops Business Services Job/Recruitment Fairs Business Services Workforce Programs	Tribal Management Program Officers Tribal Members
Santa Fe WCC/ Santa Fe	Pojoaque Pueblo Tesuque Pueblo	Workforce Training Employment Workshops Business Services Job/Recruitment Fairs Business Services Workforce Programs	Tribal Management Program Officers Tribal Members
Taos WCC/ Taos and Rio Arriba WCC/ Espanola	Jicarilla-Apache Nation Nambe Pueblo Ohkay Owingeh Pueblo Santa Clara Pueblo Taos Pueblo Eight Northern Pueblos	Workforce Training Employment Workshops Business Services Job/Recruitment Fairs Business Services Workforce Programs	Tribal Management Program Officers Tribal Members

The NMDWS workforce staff were restricted and curtailed its outreach to the Indian nations, tribes and pueblos.

NM DWS Tribal Liaison attended the Indian Affairs Department quarterly scheduled Tribal Liaison virtual meetings and Work groups to develop the IAD Work Plan from the 2020 Tribal Summit. On-going efforts to follow-up with tribal staff and representatives will continue in fiscal year 2023.

NM DWS provided services throughout the Workforce Innovation and Opportunity Act (WIOA), Unemployment Insurance, and Labor Relations are available to all New Mexicans who utilized virtual or online available employment services. The NMDWS receives annual appropriations from the U.S. Department of Labor to administer WIOA and other federal programs. The Department serves as a pass through agency for WIOA funding for the Navajo Nation.

The Workforce Innovation Opportunity Act (WIOA) was signed into law on July 22, 2014 and replaced the Workforce Investment Act employment and training services for adults, dislocated workers, and youth, as well as Indian and Native American Programs with most of the provisions in WIOA taking effect in July 1, 2015. WIOA Section 166 support employment and training activities for Indian, Alaska Native, and Native Hawaiian individuals to promote the economic and social development in tribal communities. WIOA provides for continued collaboration with Native Americans and workforce partners to provide employment and business services in all of our communities.

- E. **Narrative summary highlighting American Indian/Alaska Native (AI/AN) programs and workforce services.** The workforce programs listed below reports AI/AN activities.

AmeriCorps

<https://www.dws.state.nm.us/servenm/>

AmeriCorp members in the National Inspired Schools Network (NISN) Indigenous Educator Corps (IEC) program serve alongside NISN fellows and school leadership to create and deliver enriched educational experiences that build on community-defined needs and strengths for Indigenous students in New Mexico. NISN works with fellows who are committed to Indigenous communities to establish schools in New Mexico and throughout the country that will create strong leaders who are academically prepared to secure in their identities, health, and ultimately transforming their communities.

The IEC program demographic data is not available at this time. The IEC website is <https://www.dws.state.nm.us/servenm/Programs/NACA-Inspired-Schools-Network> for additional information.

The AmeriCorp Indian Tribes are grant-funded programs offered to tribal governments, tribal organizations, urban American Indian organizations, and national and local non-profit organizations serving Native American communities.

Teach for America – New Mexico believes in strengthening the sovereignty of Tribal Nations and committed to recruiting more Native teachers and placing classroom leaders in schools across the Navajo Nation, the Pueblo of Zuni, and rural communities. For additional Teach for America information visit the website <https://www.dws.state.nm.us/servenm/Programs/Teach-for-America>.

The AmeriCorps IEC, Indian Tribes, Teach for America programs demographic data are not available at this time.

Apprenticeship

<https://www.dws.state.nm.us/en-us/Job-Seekers/Explore-Career-Options/Apprenticeship>

<https://www.dws.state.nm.us/Start-an-Apprenticeship>
<https://www.dws.state.nm.us/en-us/Job-Seekers/Explore-Career-Options/Apprenticeship>

The Apprenticeship demographic data is not available at this time.

Economic Research and Analysis

<https://www.dws.state.nm.us/en-us/Researchers>

The Economic Research and Analysis Bureau (ER&A) provides Labor Market Information (LMI) to all populations. The LMI are published online monthly and includes economic news, special analysis, career exploration, employment.

Population: The New Mexico Department of Workforce Solutions Labor Market Review – August 2021 Special Article highlights 2021 State of the Workforce. New Mexico had a population of 2.1 million as of 2020. New Mexico’s large American Indian population, which comprised 8.8 percent of the total population as of 2019, also stands it apart from any other state in the country.

Education: The graduation rate of Native American students was the lowest of the racial/ethnic groups but increased by 9.4 percent between 2016 and 2020.

Jobs for Veterans

<https://www.dws.state.nm.us/en-us/Researchers/Publications/Veteran-Specific-Resources>
<https://www.jobs.state.nm.us/vosnet/veteran.aspx>

There were 63 enrolled AI/AN veterans and received workforce staff services, of which 31 veterans were assigned to case management for individualized career services, career planning and for referrals to community-based resources.

The Jobs for Veterans grant collaborates with Federal, State, Tribal and Local governmental agencies, and non-profit organizations to assist veterans with workforce development, obtain their benefits and referrals to community-based resources.

New Mexico Works

<https://www.dws.state.nm.us/NMWorks>

The Temporary Assistance for Needy Families (TANF) program provides a monthly cash benefit used to meet basic family needs such as housing, utilities, and clothing. New Mexico Works connects TANF participants to exciting career opportunities through the Career Link and Wage Subsidy programs.

All work mandatory TANF participants and there are 8,428 currently that includes American Indian/Alaska Natives. NM Works assists TANF participants on their career pathway to unsubsidized employment and self-sufficiency.

NM Works program goal is to provide customized case management to TANF eligible participants to eliminate barriers and provide access to education, employment and training programs. NM DWS utilizes existing workforce programs and partner agencies to offer additional opportunities for TANF participants.

Workforce Connection Centers

<https://www.jobs.state.nm.us/vosnet/Default.aspx>

The Workforce Connection Centers (WCC) AI/AN data is provided below:

- Enrolled Individuals: 854

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| <ul style="list-style-type: none"> ■ Unemployment Insurance Claimants: 408 ■ Distinct Users: 3,706 ■ Total Served: 6,451 ■ Total Services Provided (Includes Self-Service): 22,612 ■ Meaningful Outcomes: 5,050 |
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F. Main agency accomplishments and challenges regarding tribes, AI/AN and/or Indian organizations.

Due to the Public Health Order to mitigate COVID-19 spread, activities were limited to restrictions to on-site meeting, but conducted virtual meetings and online workforce services.

The NMDWS supported the Indian Affairs Department with workforce development information and initiatives. The agency Tribal Liaison with partner agencies conducted virtual outreach activities with tribal governments and referrals to DWS agency for program support. Extensive workforce services provided to individual tribal members through online workforce centers and unemployment insurance benefits.

G. Goals for Fiscal Year 2022 relating to tribes, AI/AN and/or Indian organizations.

The NMDWS goals are for continued support of the Indian Affairs Department for workforce initiatives, the development of consultation and collaboration with tribal governments and workforce services to tribal communities.

II. AGENCY POLICY

NMDWS created and signed the agency State-Tribal Collaboration Act policy in December 2009.

III. AGENCY EFFORTS TO IMPLEMENT POLICY

Although NMDWS serves American Indians throughout the state via our local Workforce Connection Centers and in the Unemployment Insurance program, NMDWS has not engaged in formal tribal consultation primarily because of the nature of the services the agency provides. NMDWS does not have a formal policy to comprehensively notify Tribes of funding opportunities, RFPs, available grants, or training activities. We currently provide the IAD Public Relations Coordinator with email notifications of funding/grant opportunities, RFPs, training activities and available community services and resources.

IV. CURRENT AND PLANNED PROGRAMS AND SERVICES FOR AMERICAN INDIANS/ALASKA NATIVES

A complete list of current services available to American Indians/Alaska Natives is provided in Appendix A. The Department will continue to provide these services. NMDWS has increased awareness of programs to all populations through outreach campaigns for Unemployment Insurance claimants and the New Mexico Workforce Connection Centers.

V. TRAINING AND EMPLOYEE NOTIFICATION

A. STCA TRAINING CERTIFICATION

Formal training relating to working with Tribes or American Indians is continuing throughout NMDWS. The Department will use the training component, which is currently available through IAD and the State Personnel Office, to serve as a basis for providing appropriate staff training.

B. EMPLOYEE NOTIFICATION ABOUT STCA

The NM DWS Executive Management is aware of the provisions of the STCA and has designated the agency Tribal Liaison. The Tribal Liaison develop strategies to focus our workforce staff and programs for appropriate outreach to the Tribes.

VI. KEY NAMES AND CONTACT INFORMATION

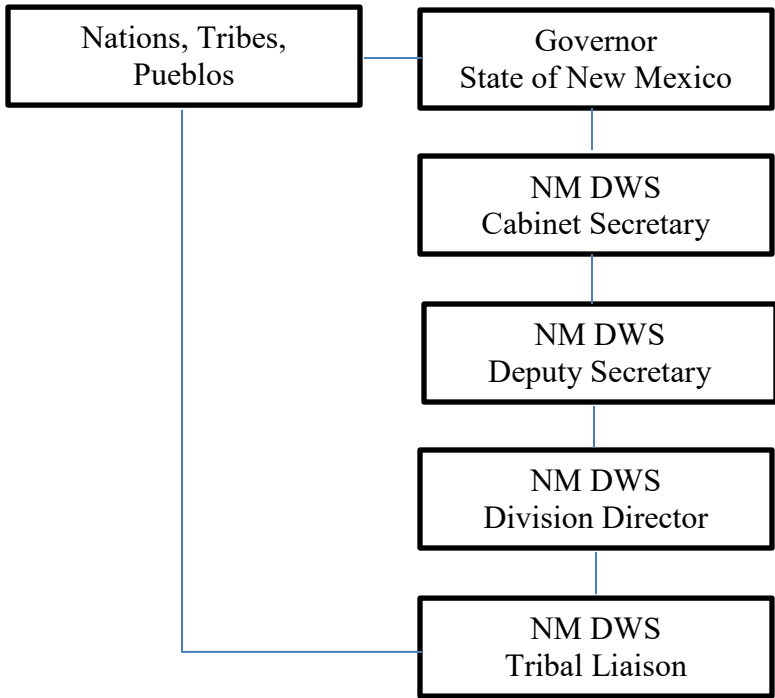
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**DWS State-Tribal Collaboration Act
Organization Chart**




VII. APPENDICES

A. Agreements, MOUs/MOAs with tribes that are currently in effect.

Tribe	Agency	Broad Activity	Agreement Name	Current Status	Contact	Phone #
Navajo Nation	States of New Mexico, Arizona, and Utah	Workforce Innovation and Opportunity Act. (WIOA)	MOU among the Navajo Nation and the States of Arizona, New Mexico and Utah and the US Department of Labor	In effect	Yolanda - Cordova	(505) 934-8073

B. Program Support.

 <p>www.dws.state.nm.us</p>	<p>Chris Zafra, State Veteran’s Coordinator Agency Tribal Liaison 401 Broadway NE, Tiwa Building Albuquerque, NM 87102 505-235-8596 Christian.Zafra@state.nm.us</p>
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American Indian and Alaska Native job seekers using the New Mexico Workforce Connection Online System have the opportunity to access the Department of Workforce employment and job training initiatives.

<p>Unemployment Insurance</p>	<ul style="list-style-type: none"> ■ Benefits application ■ Weekly Certifications
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<p>Job Seekers</p>	<ul style="list-style-type: none"> ■ New Mexico Workforce Connection Centers and Online System ■ Workforce Connection Centers’ staff support and resources ■ Career Exploration ■ Job Hunting Publications and Job Referrals ■ Youth Career Services ■ Job Training Resources ■ Career Fairs ■ Employment Workshops
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<p>Business Development and Outreach</p>	<ul style="list-style-type: none"> ■ Federal Bonding ■ Work Opportunity Tax Credit for employers ■ Rapid Response ■ Trade Adjustment Assistance ■ Mobile Outreach Unit
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<p>Labor Relations</p>	<ul style="list-style-type: none"> ■ Human Rights ■ Wage and Hour ■ Child Labor ■ Public Works ■ Apprenticeships
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<p>Jobs for Veterans</p>	<ul style="list-style-type: none"> ■ Local Veterans’ Employment Representative for Employer Outreach
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	<ul style="list-style-type: none"> ■ Priority of Employment Services to Veterans with Significant Barriers to Employment ■ Veterans workshops and job clubs ■ Federal Employment Preference referral ■ Uniformed Services Employment, Reemployment referral ■ Federal Contractor emphasis on veterans employment ■ VA Vocational Rehabilitation Program partnership ■ Homeless Veterans employment initiatives ■ VA Work-Study program
Labor Market Information	<ul style="list-style-type: none"> ■ Wage survey ■ Labor analysis ■ Statistics, Economic research
NM Works	<ul style="list-style-type: none"> ■ Employment ■ Education and Training ■ Non-Paid Work ■ Career Link ■ Wage Subsidy
Workforce Innovation and Opportunity Act (WIOA) Resources	<ul style="list-style-type: none"> ■ Federal and State Regulations, and Policies ■ State Plan, Annual Reports ■ Workforce Development Boards, Workforce Partners