

STATE-TRIBAL COLLABORATION ACT
2020 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 77.8% 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 has two bureaus: the Workforce Services Bureau (WSB) and the Business Development and Outreach Bureau (BDO). The WSB provides direct employment services to job seekers and businesses throughout New Mexico through local New Mexico Workforce Connection Centers (NMWCC). The WSB has approximately 120 staff members located in over 20 communities statewide. The WSB 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 BDO Bureau was created to build a strong partnership between business and the public workforce system, and to provide solutions, tools, and services to the business community of New Mexico. The BDO 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. BDO 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 BDO includes: the Work Opportunity Tax Credit (WOTC); Trade Adjustment Assistance (TAA); and Rapid Response (RR) units

Primary Services Provided/ Beneficiaries, Current Service Levels:

Workforce Services Bureau: The Workforce Services Bureau (WSB) is funded by the US Department of Labor (USDOL) Wagner-Peyser and Veteran grant funds. WSB staff provides front-line employment services to veterans, job seekers, and businesses and are located throughout the state in over 20 communities. The WSB 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), is also administered in the WSB and connects 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 employment. Activities include developing an individual re-employment plan, providing labor market information, identifying job skills and prospects, and reviewing claimant's continued UI benefit eligibility.

The state AmeriCorps program and the New Mexico Commission for Community Volunteerism are also administered within the WSB 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.

Business Development & Outreach Bureau: Work Opportunity Tax Credit (WOTC) 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 who are targeted for employment opportunities. The nine population groups are: TANF recipients; Veterans receiving food stamps or discharge from the service; ex-felons, high risk youth living in designated areas; workers referred by summer youth; 18-39 year-old food stamps recipients; supplemental social security income recipients; and long term family assistance recipients.

Trade Adjustment Assistance (TAA) is federally funded and was created 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.

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 employees it is difficult 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. Outreach covers information and assistance for all NMDWS programs and services and is deployed statewide.

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

The Employment Services Division (ESD) has re-tooled staff with an increased focus on both the needs of businesses as well as re-employment services. The WSB and BDO Bureau within the division 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 services.

Staff across the division have taken a more prominent role 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 FY2020.** The NMDWS in partnership with the Workforce Boards manages the NM Workforce Connection Centers (WCC). There are eight workforce centers near Native American lands. A list of the NM WCC is provided below and available staff assisted services and business services are included.

NM WORKFORCE CONNECTION CENTERS AND TRIBAL COMMUNITIES			
WORKFORCE CONNECTION CENTERS	NATIONS, TRIBES OR PUEBLOS	TYPE OF ACTIVITIES (Job Seekers/Enterprise)	TRIBAL PARTICIPANTS IN ATTENDANCE
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 JVSG program staff continued to conduct outreach to the Indian nations, tribes and pueblos in Bernalillo, Lincoln, McKinley, Rio Arriba, Sandoval, San Juan, Santa Fe, Taos and Valencia counties. The workforce and business outreach in these counties focuses on assisting Native American Veterans with employment services and other benefits. The NMDWS Veterans' section, in

conjunction with federal, State, and local governments, businesses and non-profit organizations, hosted the annual Albuquerque Stand Down in October 2019 to assist homeless veterans with transitional housing, health and social services.

The New Mexico Workforce Connection Center staff representatives conducted business services outreach to the Five Sandoval Indian Council, Eight Northern Indian Pueblo Council and Navajo Nation Chapter Houses in San Juan County.

NM DWS Tribal Liaison attended the Indian Affairs Department quarterly scheduled Tribal Liaison meetings and Work groups to develop the IAD Work Plan from the 2019 Tribal Summit. On-going efforts to follow-up with tribal staff and representatives will continue in fiscal year 2021.

NM DWS provided services throughout the Workforce Innovation and Opportunity Act (WIOA), Unemployment Insurance, and Labor Relations are available to all New Mexicans who visit any local office statewide or utilize the online system. 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. NMDWS has continued dialogue with the Nation to determine if there are any opportunities to partner and/or provide technical assistance to the 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.

New Mexico's first Workforce Native American Summit held with 14 Pueblos and Tribes in attendance on November 19, 2019. The Summit provided an opportunity for attendees to learn about workforce development programs delivered through Tribes and Pueblos as well as identify opportunities for engagement and partnership to leverage resources, tools, and funding to increase services and support for Native American job seekers and businesses. The Summit attendees discussed plans for strategies and actions to improve communication and collaboration, including training for Tribes and Pueblos on workforce tools.

- E. Narrative summary highlighting American Indian/Alaska Native (AI/AN) programs and services.** During the Program Year 2019 (July 1, 2019 to June 30, 2020) there were 1,444 American Indian/Alaska Native (AI/AN) job seekers that were served or utilized the online self-service of the New Mexico Workforce Connection Online System (WCOS).

Provided below is the WCOS AI/AN enrollment chart.

NM DWS WCOS AI/AN ENROLLMENT (July 1, 2019 – June 30, 2020)							
Female	726		Male	718		*Veteran	139
*Note	Veterans enrolled are included in the total AI/AN enrollment.						
Total				1,444			

The AI/AN Employment for PY2019 data (veterans and non-veterans) is not available at this time.

Source: New Mexico Department of Workforce Solutions

AI/AN job seekers have access to the Department of Workforce Solutions Workforce Connection Online System locate employment opportunities, explore career options, job preparation activities, and other employment-related resources

Additional employment programs information and resources are available in the NM Department of Workforce Solutions website at www.dws.state.nm.us.

F. Main agency accomplishments and challenges regarding tribes, AI/AN and/or Indian organizations.

The NMDWS Tribal Liaison attended the Indian Affairs Department Tribal Liaison quarterly meetings. The 2020 State-Tribal Leaders pre-summit and Annual Summit was suspended due to the Public Health Crisis and Order restricting travel and social gatherings.

The Workforce Connections Centers located in Albuquerque, Espanola, Farmington, Gallup, Los Lunas, Santa Fe and Taos continue to reflect a high frequency of employment services provided to and interactions with AI/AN job seekers. Department continues to communicate our workforce initiative with Tribes that include the nature of most of the services provided and available are provided to individual citizens, and not necessarily to the Tribes as a whole. While there are programs and technical assistance which can be provided directly to the Tribes, the vast amount of services provided by the Department are to individuals and businesses

The Economic Research and Analysis Bureau of NM DWS is the principal source of Labor Market Information (LMI) for the state. ER&A collects, analyzes, and disseminates LMI in cooperation with the U.S. Department of Labor’s Bureau of Labor Statistics (BLS) and the Employment and Training Administration (ETA). In June of 2017 ER&A published the Tribal Demographic and Employment Data and

introduced the U.S. Census Bureau's My Tribal Area tool that allows easy access to select demographic and economic statistics for each of the nation's tribal areas. The Census Bureau Tribal tool can be accessed at <https://www.census.gov/tribal/>. The tool provides comprehensive maps, data profiles, and downloadable features for each tribal area in the United States.

- G. Goals for Fiscal Year 2021 relating to tribes, AI/AN and/or Indian organizations.**
The Department is developing goals for FY2021 in partnership with the Indian Affairs Department (IAD) and other agencies and participating with the IAD and the tribe's workgroups. These goals and workgroups will be included as part of the revised Agency Policy.

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 provided to American Indians 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 Executive Management of NMDWS 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.

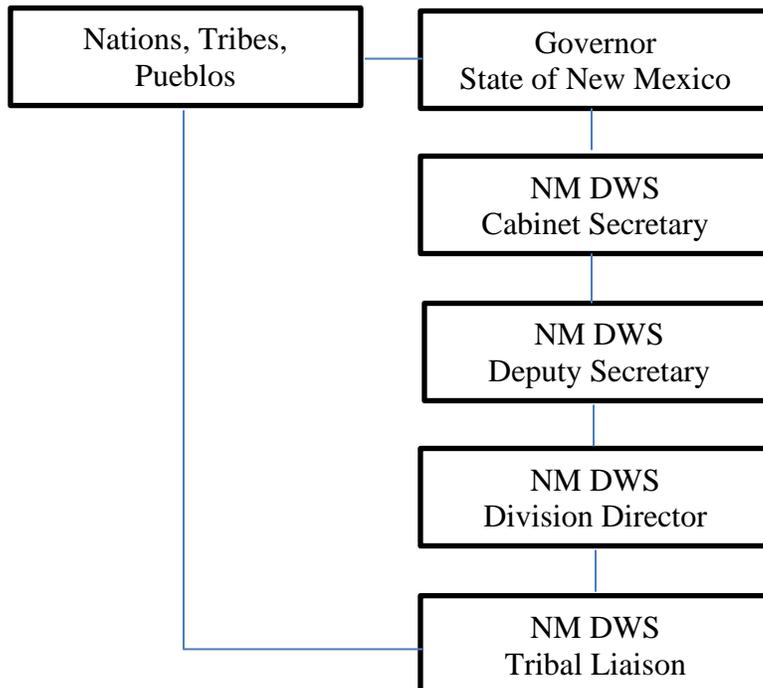
VI. KEY NAMES AND CONTACT INFORMATION

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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.

 www.dws.state.nm.us	<p>Chris Zafra, State Veteran's Coordinator Agency Tribal Liaison 401 Broadway NE, Tiwa Building Albuquerque, NM 87102 505-841-8517 Christian.Zafra@state.nm.us</p>
<p>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	<ul style="list-style-type: none"> ■ Benefits application ■ Weekly Certifications
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Job Seekers	<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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Business Development and Outreach	<ul style="list-style-type: none"> ■ Federal Bonding ■ Work Opportunity Tax Credit for employers ■ Rapid Response ■ Trade Adjustment Assistance ■ Mobile Outreach Unit
Labor Relations	<ul style="list-style-type: none"> ■ Human Rights ■ Wage and Hour ■ Child Labor ■ Public Works ■ Apprenticeships
Jobs for Veterans	<ul style="list-style-type: none"> ■ Local Veterans' Employment Representative for Employer Outreach ■ 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
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