

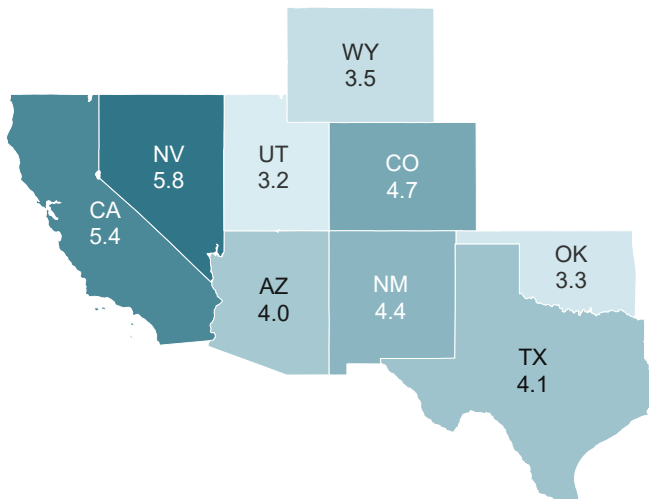
NEW MEXICO LABOR MARKET REVIEW FEBRUARY 2025

- 2-3** Unemployment
- 4-6** Employment
- 7** Employment Developments
- 7-10** County Profiles
- 11-13** New Mexico's Flowering Cannabis Industry
- 14-15** Tribal Population and Employment Status Data
- 16** New Mexico Business Employment Dynamics: Second Quarter 2024
- 17-19** Indicators Report
- 20** Unemployment Insurance

The New Mexico Labor Market Review (LMR) presents the most up-to-date labor market highlights and happenings. The LMR is produced and published monthly and includes data on the labor force, jobs, and unemployment for the state and select substate areas. Additional information and historical data are available at our website: www.dws.state.nm.us/LMI.

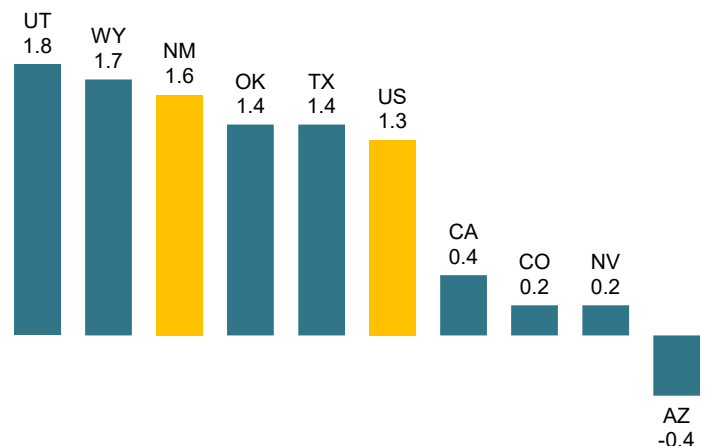
4.4%

Unemployment Rate



+ 13,800 jobs / 1.6%

Over-the-Year Change in Total Nonfarm Employment



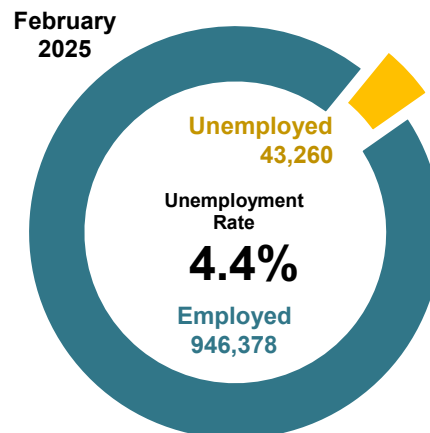
Statewide Unemployment

February 2025 • *Seasonally Adjusted*

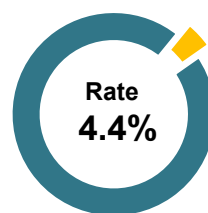
New Mexico's seasonally adjusted unemployment rate (based on the Current Population Survey, also known as the household survey) was 4.4 percent in February 2025, unchanged from January 2025 and up from 3.8 percent in February 2024. The national unemployment rate in February was 4.1 percent, up from 4.0 percent in January and up from 3.9 percent in February 2024.

Highlights

Among all states, New Mexico tied with Louisiana and Washington for the 13th highest unemployment rate in the country. Nevada had the highest unemployment rate (5.8 percent) while South Dakota had the lowest (1.9 percent).

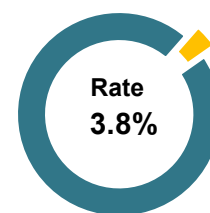


January 2025



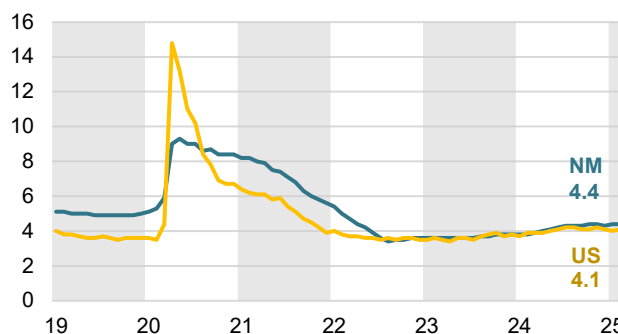
Employed 945,749
Unemployed 43,276

February 2024

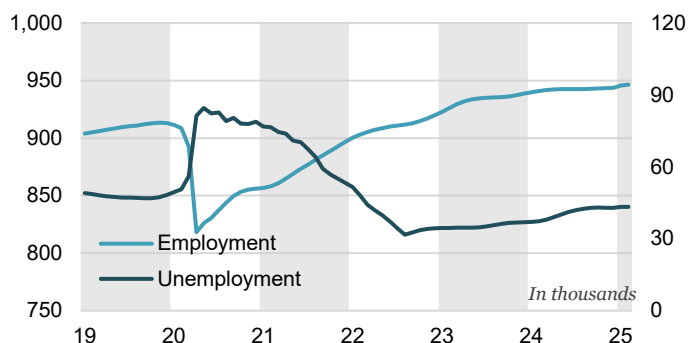


Employed 940,959
Unemployed 37,335

January 2019 to February 2025
Unemployment Rate

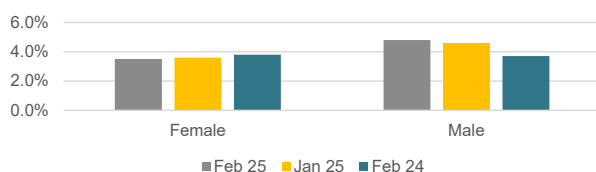


Employment and Unemployment

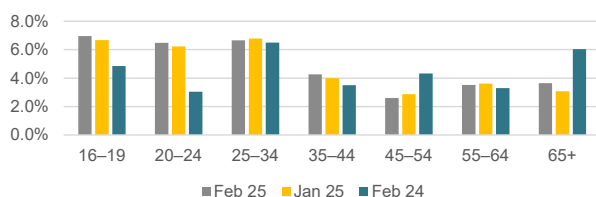


New Mexico Unemployment Rates by Demographic Category

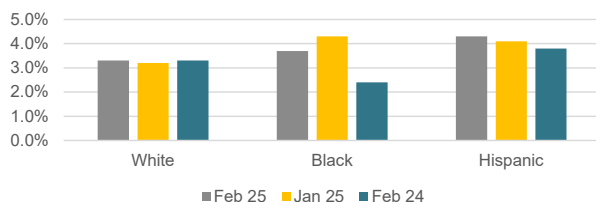
Gender



Age



Race



Current Population Survey (CPS)

For persons 16 and older, 12-month moving average Note: Data based on small sample

<https://www.bls.gov/lau/notescps.htm>

Substate Unemployment

February 2025 • *Not Seasonally Adjusted*

Highlights

At 15.7 percent, Luna County had New Mexico's highest (not seasonally adjusted) unemployment rate, followed by Sierra County (7.5 percent).

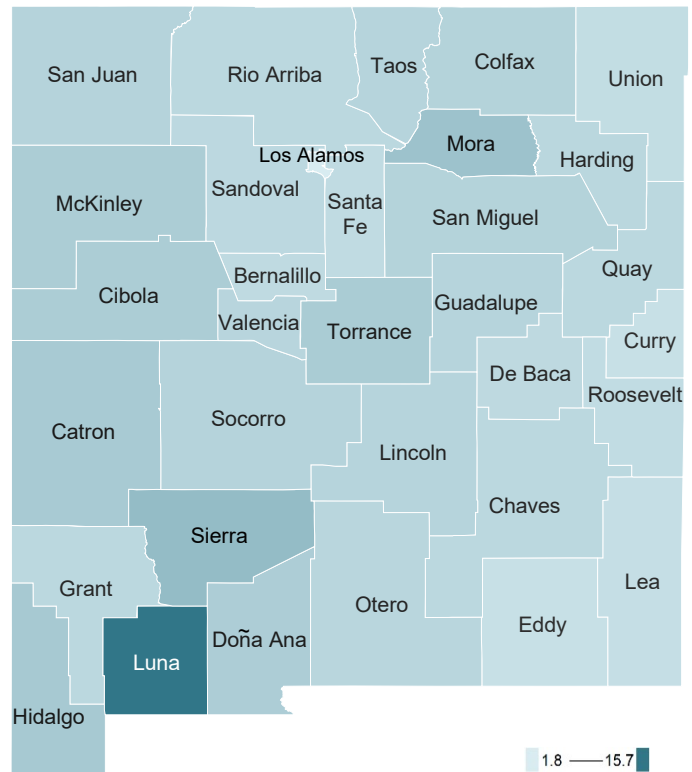
This month, Los Alamos County had the lowest unemployment rate (1.8 percent), followed by Curry and Eddy Counties (both at 3.2 percent).

All counties had over-the-year increases in unemployment rate except for Guadalupe County, which was unchanged. Colfax County had the largest over-the-year increase (up 1.3 percentage points).

Unemployment Rate %

Area	Feb 25	Jan 25	Feb 24	OTY Chg
Counties				
Bernalillo	3.9	4.1	3.4	0.5
Catron	5.8	7.3	5.1	0.7
Chaves	4.2	4.3	3.6	0.6
Cibola	5.5	5.9	5.0	0.5
Colfax	4.8	5.3	3.5	1.3
Curry	3.2	3.7	2.9	0.3
De Baca	4.0	4.5	3.6	0.4
Doña Ana	5.4	5.4	4.8	0.6
Eddy	3.2	3.5	2.9	0.3
Grant	4.2	4.7	3.9	0.3
Guadalupe	4.6	4.8	4.6	0.0
Harding	4.3	4.4	3.1	1.2
Hidalgo	5.9	6.2	5.3	0.6
Lea	3.4	3.7	3.0	0.4
Lincoln	4.6	5.1	3.4	1.2
Los Alamos	1.8	2.1	1.6	0.2
Luna	15.7	15.4	14.5	1.2
McKinley	5.5	6.0	5.3	0.2
Mora	6.7	7.1	6.6	0.1
Otero	4.4	4.9	4.0	0.4
Quay	4.2	4.4	3.8	0.4
Rio Arriba	4.2	4.6	4.1	0.1
Roosevelt	3.7	4.2	3.3	0.4
Sandoval	4.1	4.3	3.5	0.6
San Juan	4.7	5.1	4.5	0.2
San Miguel	4.8	5.3	4.5	0.3
Santa Fe	3.8	4.2	3.3	0.5
Sierra	7.5	7.5	6.8	0.7
Socorro	4.7	5.0	4.4	0.3
Taos	4.6	5.0	4.2	0.4
Torrance	5.6	5.8	4.6	1.0
Union	3.6	3.9	3.2	0.4
Valencia	4.5	4.7	4.0	0.5
MSAs				
Albuquerque	4.0	4.2	3.5	0.5
Farmington	4.7	5.1	4.5	0.2
Las Cruces	5.4	5.4	4.8	0.6
Santa Fe	3.8	4.2	3.3	0.5

Unemployment Rate %



At 3.8 percent, the Santa Fe MSA had the lowest not seasonally adjusted unemployment rate among the state's metropolitan statistical areas (MSAs). The Albuquerque MSA had a rate of 4.0 percent. Las Cruces had the highest unemployment rate among the MSAs (5.4 percent) followed by the Farmington MSA (4.7 percent).

The Las Cruces MSA had the largest unemployment rate increase, up 0.6 percentage points since February 2024. The Albuquerque and Santa Fe MSAs both had 0.5 percentage point increases. The Farmington MSA had the smallest unemployment rate increase, up 0.2 percentage points over the year.

LAUS publishes estimates of the civilian labor force, employment, and unemployment monthly. Data measure persons 16 years old and older who are employed or actively seeking employment.

For more LAUS data and to customize what you see, visit the Local Area Unemployment Statistics Dashboard at:

<https://www.dws.state.nm.us/Researchers/Data/Labor-Force-Unemployment>

For customized data that you can analyze, visit LASER at: www.jobs.state.nm.us/analyzer

Statewide Industry Employment Growth

February 2025 • *Not Seasonally Adjusted*

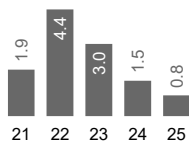
Over the year, **New Mexico's** total nonagricultural employment increased by 13,800 jobs, or 1.6 percent. The private sector was up 11,800 jobs, or 1.7 percent, while the public sector was up 2,000 jobs, or 1.0 percent. Five of the nine major private industry sectors reported employment increases.

New Mexico

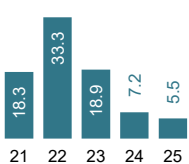
2021 to 2025

Annual Average Over-the-Year Change

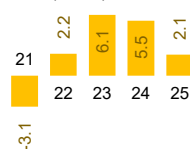
Total Nonfarm Growth Rate (%)



Private-Sector Jobs (1000s)



Government Jobs (1000s)



Annual average for 2025
is year-to-date

Industry	Jobs	Monthly Change	Annual Change from Feb 24	
			Number	Percent
TOTAL NONFARM	898,600	5,800	13,800	1.6
Total Private	703,800	2,100	11,800	1.7
Private Service-Providing	591,500	100	4,300	0.7
Goods-Producing	112,300	2,000	7,500	7.2
Mining & Construction	83,300	1,900	7,000	9.2
Mining & Logging	23,700	200	-200	-0.8
Construction	59,600	1,700	7,200	13.7
Manufacturing	29,000	100	500	1.8
Durable Goods	16,200	100	400	2.5
Non-Durable Goods	12,800	0	100	0.8
Service-Providing	786,300	3,800	6,300	0.8
Trade, Transportation & Utilities	145,400	-1,400	700	0.5
Wholesale Trade	20,900	-100	0	0.0
Retail Trade	94,300	-400	300	0.3
Transp., Warehousing & Utilities	30,200	-900	400	1.3
Information	10,000	0	-1,200	-10.7
Financial Activities	36,500	0	1,100	3.1
Professional & Business Services	121,900	400	-200	-0.2
Prvt. Education & Health Services	152,600	1,700	4,700	3.2
Prvt. Educational Services	22,000	800	-400	-1.8
Health Care & Social Assistance	130,600	900	5,100	4.1
Leisure & Hospitality	97,700	-600	-400	-0.4
Other Services	27,400	0	-400	-1.4
Government	194,800	3,700	2,000	1.0
Federal Government	29,200	-200	-800	-2.7
State Government	60,000	2,400	1,900	3.3
State Government Education	25,700	1,900	500	2.0
Local Government	105,600	1,500	900	0.9
Local Government Education	55,900	1,100	700	1.3

Highlights

Mining and construction was up 7,000 jobs, or 9.2 percent, with a gain of 7,200 jobs in construction offsetting a loss of 200 jobs in mining. Private education and health services was up 4,700 jobs, or 3.2 percent. Within the private education and health services industry, health care and social assistance was up 5,100 jobs, while private education services was down 400 jobs. Employment in financial activities was up 1,100 jobs, or 3.1 percent. Trade, transportation, and utilities was up 700 jobs, or 0.5 percent. In the trade, transportation, and utilities industry, transportation, warehousing, and utilities was up 400 jobs, retail trade was up 300

jobs, and wholesale trade was unchanged from the previous year's level. Manufacturing was up 500 jobs, or 1.8 percent, with the majority of gains in durable goods manufacturing.

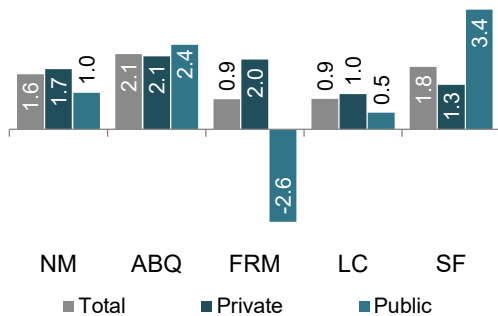
Information employment was down 1,200 jobs, or 10.7 percent, from the previous year's level. Miscellaneous other services was down 400 jobs, or 1.4 percent. Employment in leisure and hospitality was down 400 jobs, or 0.4 percent. Professional and business services was down 200 jobs, or 0.2 percent.

Metro Industry Employment Growth

February 2025 • *Not Seasonally Adjusted*

Highlights

February 24 to February 25
Over-the-Year % Change



In the public sector, state government was up 1,900 jobs, or 3.3 percent. Employment in local government was up 900 jobs, or 0.9 percent. Federal government employment was down 800 jobs, or 2.7 percent.

Over the year, the **Albuquerque MSA** grew by 8,900 jobs in total nonfarm employment, representing a gain of 2.1 percent. The private sector was up 6,900 jobs, or 2.1 percent, while the public sector was up 2,000 jobs, or 2.4 percent. The following private-sector industries added jobs: private education and health services, up 4,200 jobs, or 5.9 percent; mining and construction, up 2,300 jobs, or 8.5 percent; trade, transportation, and utilities, up 1,300 jobs, or 1.9 percent; professional and business services, up 400 jobs, or 0.6 percent; and leisure and hospitality was up 200 jobs, or 0.5 percent.

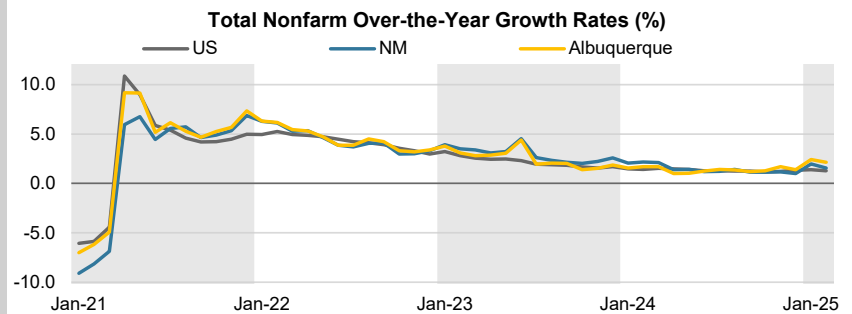
Financial activities was down 700 jobs, or 3.5 percent. Information employment was down 500 jobs, or 8.5 percent. Manufacturing was down 200 jobs, or 1.2 percent. Miscellaneous *other services* was down 100 jobs, or 0.8 percent.

In the public sector, state government was up 1,800 jobs, or 6.1 percent; local government was up 800 jobs, or 2.0 percent; and federal government employment was down 600 jobs, or 4.0 percent.

The **Las Cruces MSA** total nonfarm employment was up 700 jobs, or 0.9 percent. The private sector was up 600 jobs, or 1.0 percent, and the public sector was up 100 jobs, or 0.5 percent. The following

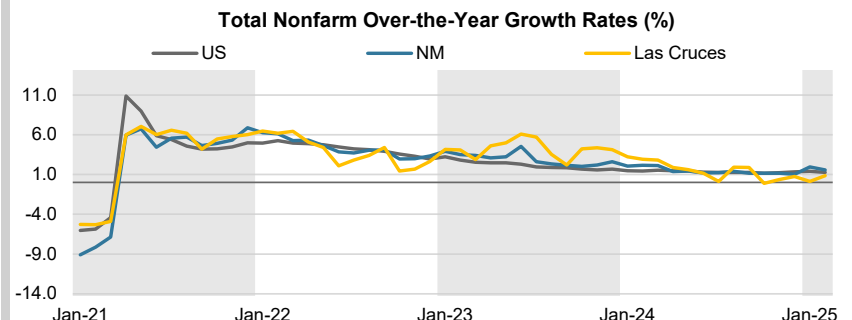
Albuquerque MSA

Industry	Jobs	Monthly	Annual	#	%
Total Nonfarm	427,600	2,500		8,900	2.1
Total Private	341,800	1,400		6,900	2.1
Mining & Construction	29,500	700		2,300	8.5
Manufacturing	16,900	-100		-200	-1.2
Trade, Transp. & Utilities	69,400	-600		1,300	1.9
Information	5,400	0		-500	-8.5
Financial Activities	19,500	0		-700	-3.5
Prof. & Business Svcs	68,700	500		400	0.6
Prvt. Ed. & Health Svcs	74,900	900		4,200	5.9
Leisure & Hospitality	44,400	100		200	0.5
Other Svcs	13,100	-100		-100	-0.8
Government	85,800	1,100		2,000	2.4
Federal Government	14,400	-100		-600	-4.0
State Government	31,200	900		1,800	6.1
Local Government	40,200	300		800	2.0



Las Cruces MSA

Industry	Jobs	Monthly	Annual	#	%
Total Nonfarm	81,700	1,700		700	0.9
Total Private	60,600	400		600	1.0
Mining & Construction	4,900	200		700	16.7
Manufacturing	3,100	0		-100	-3.1
Trade, Transp. & Utilities	12,200	-100		0	0.0
Information	500	0		-100	-16.7
Financial Activities	2,700	0		0	0.0
Prof. & Business Svcs	7,600	0		100	1.3
Prvt. Ed. & Health Svcs	18,900	300		500	2.7
Leisure & Hospitality	8,700	0		-400	-4.4
Other Svcs	2,000	0		-100	-4.8
Government	21,100	1,300		100	0.5
Federal Government	3,400	100		0	0.0
State Government	7,600	1,000		200	2.7
Local Government	10,100	200		-100	-1.0



Metro Industry Employment

(Continued)

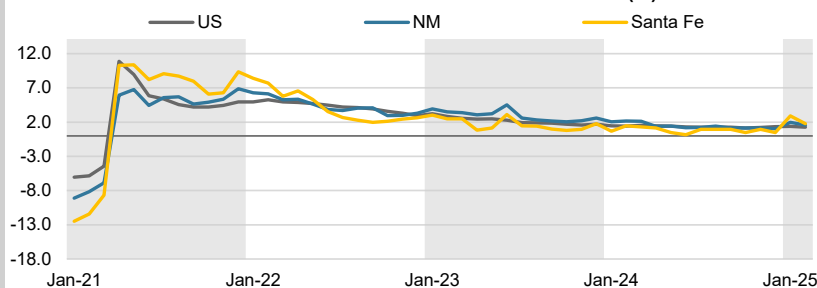
February 2025 • Not Seasonally Adjusted

Highlights

Santa Fe MSA

Industry	Jobs	Monthly	Annual	#	%
Total Nonfarm	63,600	200		1,100	1.8
Total Private	48,300	-200		600	1.3
Mining & Construction	3,100	100		300	10.7
Manufacturing	800	0		0	0.0
Trade, Transp. & Utilities	10,000	-300		100	1.0
Information	800	-100		-100	-11.1
Financial Activities	2,300	0		0	0.0
Prof. & Business Svcs	5,200	0		-200	-3.7
Prvt. Ed. & Health Svcs	11,600	200		400	3.6
Leisure & Hospitality	11,400	0		100	0.9
Other Svcs	3,100	-100		0	0.0
Government	15,300	400		500	3.4
Federal Government	1,000	0		0	0.0
State Government	7,700	200		300	4.1
Local Government	6,600	200		200	3.1

Total Nonfarm Over-the-Year Growth Rates (%)



private sector industries reported growth: mining and construction, up 700 jobs, or 16.7 percent; private education and health services, up 500 jobs, or 2.7 percent; and professional and business services, up 100 jobs, or 1.3 percent.

Leisure and hospitality was down 400 jobs, or 4.4 percent. Information employment was down 100 jobs, or 16.7 percent. Miscellaneous *other services* was down 100 jobs, or 4.8 percent. Manufacturing was down 100 jobs, or 3.1 percent. Trade, transportation, and utilities was unchanged from the previous year's level.

In the public sector, state government was up 200 jobs, or 2.7 percent; local government was down 100 jobs, or 1.0 percent; and federal government was unchanged from the previous year's level.

Total nonfarm employment in the **Santa Fe MSA** was up 1,100 jobs, or 1.8 percent. The private sector was up 600 jobs, or 1.3 percent, while the public sector was up 500 jobs, or 3.4 percent.

In the private sector, private education and health services was up 400 jobs, or 3.6 percent. Mining and construction was up 300 jobs, or 10.7 percent. Trade, transportation, and utilities was up 100 jobs, or 1.0 percent, with all gains in retail trade. Leisure and hospitality was up 100 jobs, or 0.9 percent.

Professional and business services was down 200 jobs, or 3.7 percent. Information employment was down 100 jobs, or 11.1 percent.

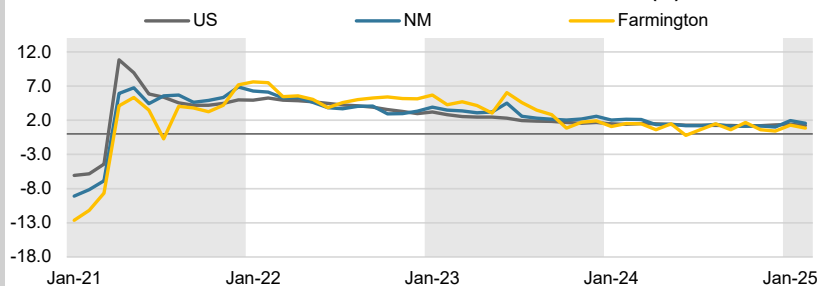
In the public sector, state government was up 300 jobs, or 4.1 percent. Local government was up 200 jobs, or 3.1 percent. Employment in federal government was unchanged from the previous year's level.

The **Farmington MSA's** total nonfarm employment was up 400 jobs, or 0.9 percent. The private sector was up 700 jobs, or 2.0 percent. The private service providing sector was up 300 jobs, or 1.1 percent, and the goods producing sector was up 400 jobs, or 4.5 percent from the previous year's employment level. The public sector was down 300 jobs, or 2.6 percent (with losses in local government and federal government).

Farmington MSA

Industry	Jobs	Monthly	Annual	#	%
Total Nonfarm	47,400	0		400	0.9
Total Private	36,200	0		700	2.0
Goods-Producing	9,300	100		400	4.5
Private Service-Providing	26,900	-100		300	1.1
Government	11,200	0		-300	-2.6
Federal Government	1,500	0		-100	-6.3
State Government	500	0		0	0.0
Local Government	9,200	0		-200	-2.1

Total Nonfarm Over-the-Year Growth Rates (%)



For more CES data, visit our dashboard:

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

For customized data, visit LASER at: www.jobs.state.nm.us/analyzer

Major Employment Developments

February 2025

Major employment developments are activities driving either the creation or loss of around 50 jobs or more. Information is gathered from published articles, government documents, private- and public-sector news releases, and reports from America's Job Center New Mexico locations. In most cases, information is not verified for accuracy.

For an updated listing of these and other recent major employment developments, visit <https://www.dws.state.nm.us/Labor-Market-Information/Publications/Labor-Market-Review>.

Job Gains

Statewide

At its February meeting, the New Mexico Economic Development Department's Job Training Incentive Program (JTIP) board approved \$1,764,568 in funding to support the creation of 149 jobs with five New Mexico companies, including: Knight Scientific Systems, Albuquerque (1 job); Higher Cultures, Las Cruces (6 jobs); BiltWise Structures of NM, Roswell (103 jobs); thyssenkrupp Materials NA, Santa Teresa (21 jobs); and Junction Commodities New Mexico, Milan (18 jobs).

Doña Ana

BorderPlex Digital Assets will build a campus in Santa Teresa with manufacturing, logistics, and data centers facilities. There isn't a current timeline for the campus, but it is expected to create 1,000 jobs over the next decade.

Sandoval

The Apache Nugget Casino reopened in February 2025 after being closed since 2020. The casino is located near Cuba on the Jicarilla Apache Nation Reservation and will initially employ 20-30 workers with plans for additional workers in the future.



NEW MEXICO COUNTY PROFILES

February 2025

- Cibola
- Colfax
- Curry



Every month, we will provide labor market and economic data for three New Mexico counties. We are progressing alphabetically, so this month we feature Cibola, Colfax, and Curry counties. Like what you see? Or are we missing a stat? Let us know! Contact us at NMDWS.Economicresearch@dws.nm.gov.

Cibola

Cibola County occupies a rural area in western New Mexico covering 4,540 square miles. Its Census 2020 population density was 6 persons per square mile.



Population

26,686

-0.2% change from 2023



Labor Force Participation Rate

42.7%

Lower than the statewide rate of 57.8%



Real GDP (1,000s)

\$628,390

5.5% increase from 2022



Per Capita Personal Income

\$35,144

0.6% increase from 2022



Poverty Rate

27.6%

Higher than the statewide rate of 18.1%



% of Workers 16 to 64 years who worked full-time, year-round

67.0%

Higher than the statewide rate of 65.7%

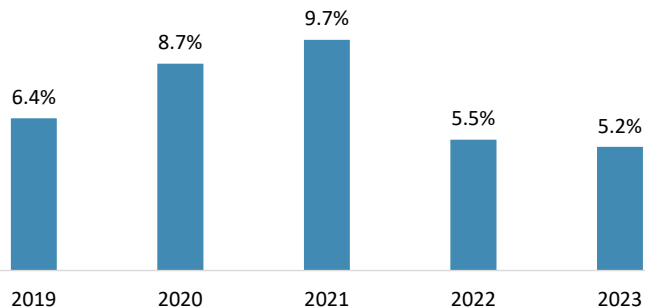


Average Weekly Wage

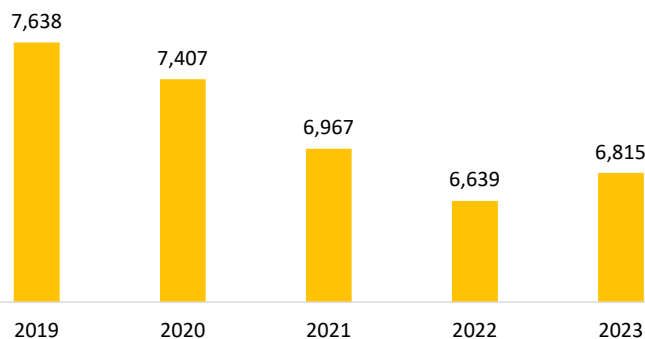
\$885

Lower than the statewide weekly wage of \$1,118

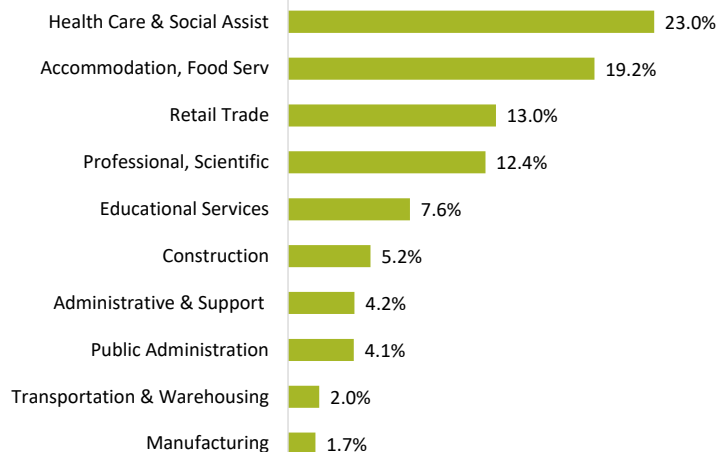
Unemployment Rate



Average Annual Employment



Industries with Most Employment in 2023, % of Total



Educational Attainment



High school graduate or higher:

85.4%

Lower than the statewide rate of 87.7%

Bachelor's degree or higher:

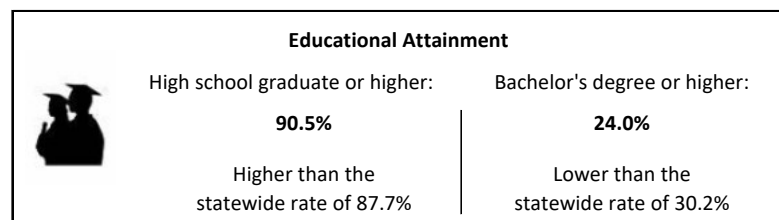
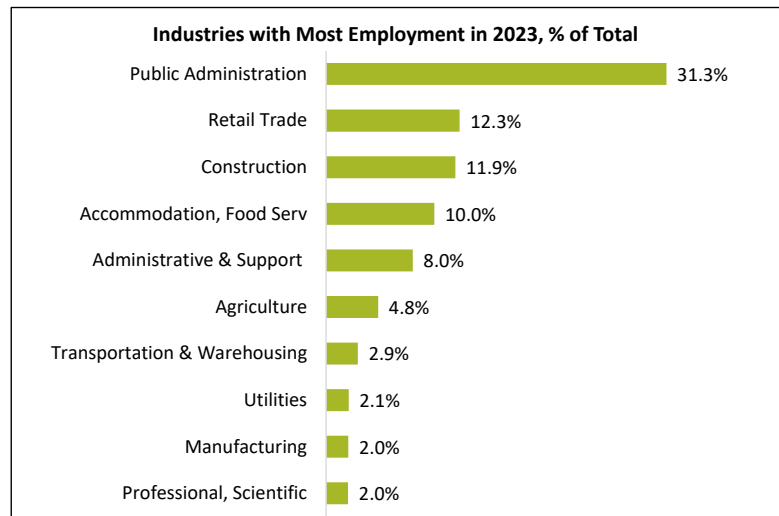
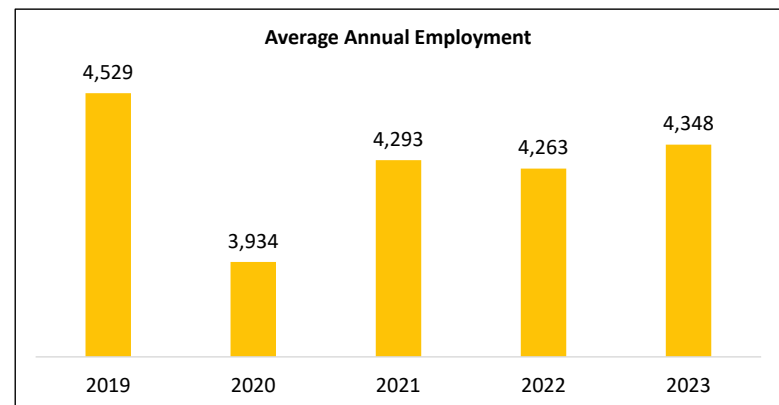
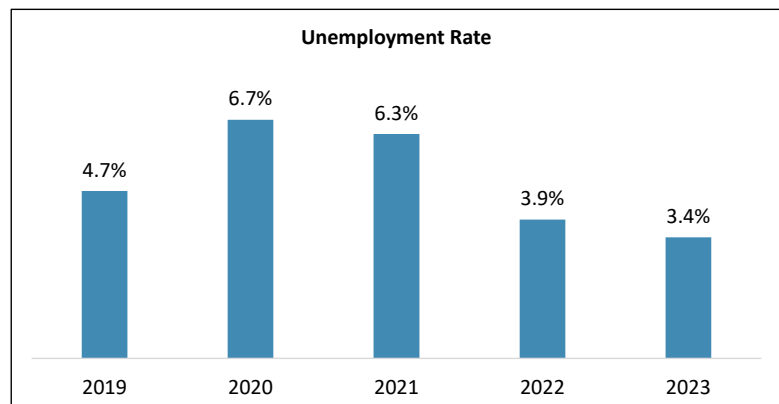
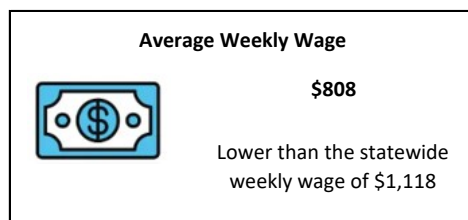
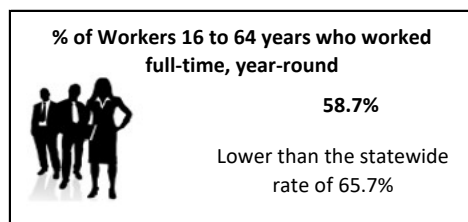
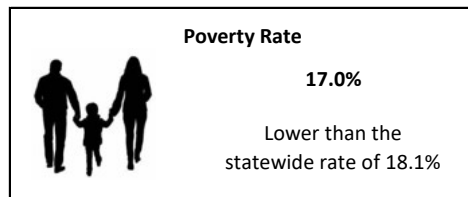
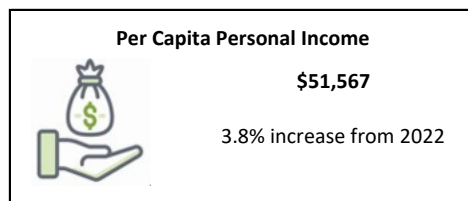
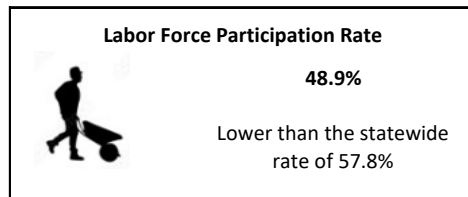
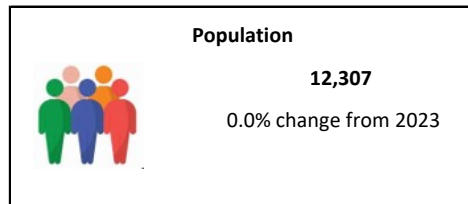
18.8%

Lower than the statewide rate of 30.2%

Sources: Population: U.S. Census Bureau, July 1, 2024 Resident Population Estimates. LFPR: 2023 ACS 5-Year Estimates, Table S2301. Real GDP and Personal Income: BEA, Chained 2017 dollars. Poverty: 2023 ACS 5-Year Estimates, Table S1701. % FT workers: 2023 ACS 5-Year Estimates, Table S2303. Education: 2023 ACS 5-Year Estimates, Table S1501. Unemployment Rate: LAUS Annual Average. Avg Weekly Wage, Employment, Top Industries: QCEW 2023 Annual Average, all ownership types, covered employers only. Industries with suppressed data are excluded.

Colfax

Colfax County is located in northern New Mexico and borders Colorado. It covers 3,758 square miles and has a Census 2020 population density of 3.3 persons per square mile.



Sources: Population: U.S. Census Bureau, July 1, 2024 Resident Population Estimates. LFPR: 2023 ACS 5-Year Estimates, Table S2301. Real GDP and Personal Income: BEA, Chained 2017 dollars. Poverty: 2023 ACS 5-Year Estimates, Table S1701. % workers FT: 2023 ACS 5-Year Estimates, Table S2303. Education: 2023 ACS 5-Year Estimates, Table S1501. Unemployment Rate: LAUS Annual Average. Avg Weekly Wage, Employment, Top Industries: QCEW 2023 Annual Average, all ownership types, covered employers only. Industries with suppressed data are excluded.

Curry

Curry County is located in eastern New Mexico and borders Texas. It covers 1,405.5 square miles and had a Census 2020 population density of 34.5 persons per square mile.

**Population****47,156**

-0.3% change from 2023

**Labor Force Participation Rate****63.2%**

Higher than the statewide rate of 57.8%

**Real GDP (1,000s)****\$3,246,156**

0.4% increase from 2022

**Per Capita Personal Income****\$56,323**

-0.6% change from 2022

**Poverty Rate****20.9%**

Higher than the statewide rate of 18.1%

**% of Workers 16 to 64 years who worked full-time, year-round****70.3%**

Higher than the statewide rate of 65.7%

**Average Weekly Wage****\$870**

Lower than the statewide weekly wage of \$1,118

Unemployment Rate

4.2%

5.2%

5.2%

3.3%

2.9%

2019

2020

2021

2022

2023

Average Annual Employment

17,003

16,822

17,096

17,579

17,858

2019

2020

2021

2022

2023

Industries with Most Employment in 2023, % of Total

Health Care & Social Assist	20.3%
Accommodation, Food Serv	13.3%
Retail Trade	11.4%
Educational Services	9.3%
Public Administration	7.9%
Agriculture	6.6%
Transportation & Warehousing	5.7%
Construction	4.1%
Manufacturing	3.7%
Wholesale Trade	2.7%

**Educational Attainment**

High school graduate or higher:

Bachelor's degree or higher:

82.2%**21.3%**

Lower than the statewide rate of 87.7%

Lower than the statewide rate of 30.2%

Sources: Population: U.S. Census Bureau, July 1, 2024 Resident Population Estimates. LFPR: 2023 ACS 5-Year Estimates, Table S2301. Real GDP and Personal Income: BEA, Chained 2017 dollars. Poverty: 2023 ACS 5-Year Estimates, Table S1701. % workers FT: 2023 ACS 5-Year Estimates, Table S2303. Education: 2023 ACS 5-Year Estimates, Table S1501. Unemployment Rate: LAUS Annual Average. Avg Weekly Wage, Employment, Top Industries: QCEW 2023 Annual Average, all ownership types, covered employers only. Industries with suppressed data are excluded.

New Mexico’s Flowering Cannabis Industry

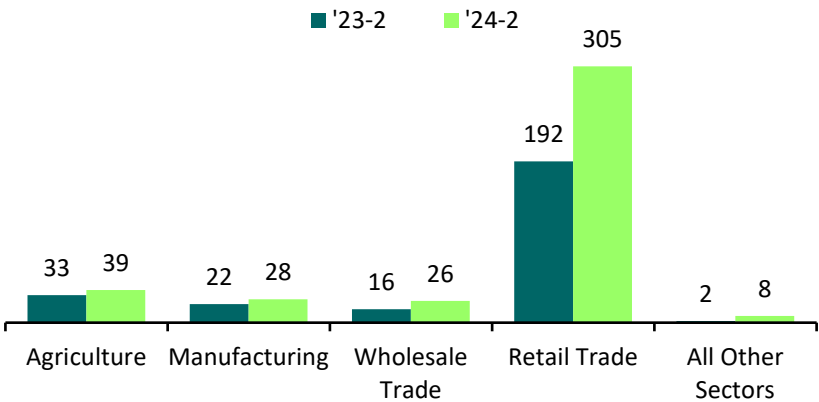
Justin Welby, Economist



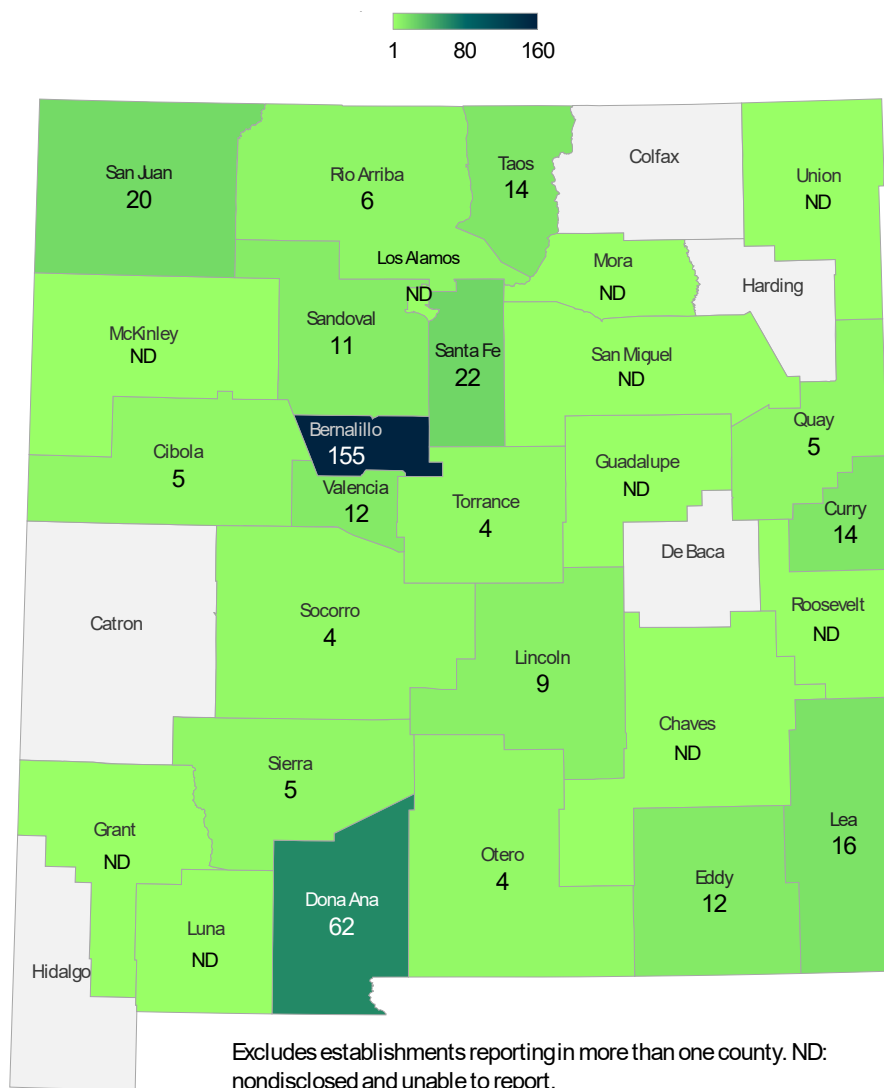
This article provides a snapshot of the cannabis industry in New Mexico for the second quarter of 2024. Data used in this article comes from the New Mexico Department of Workforce Solutions’ (NMDWS) Quarterly Census of Employment and Wages (QCEW) program, which publishes a quarterly count of employment and wages reported by employers. The QCEW covers more than 95 percent of jobs in the United States.

In the second quarter of 2024, 406 establishments reported being in the New Mexico cannabis industry. Of these, 75.1 percent were operating within the retail trade sector, operating dispensaries (305 locations). Dispensaries can have a storefront or an online platform that sells cannabis products directly to consumers (Exhibit 1). Of all establishments in the cannabis industry, 39 (9.6 percent) focused on growing plants, 28 on processing cannabis into products like edibles

1. Cannabis Establishments by Industry Sectors
Quarter 2 2023 & Quarter 2 2024



2. Cannabis Establishments by County



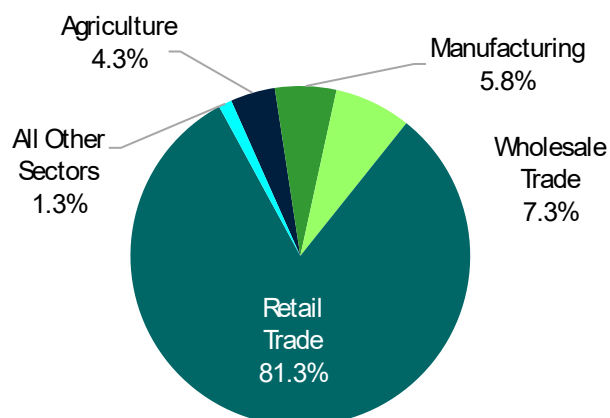
and vapes, and 26 on wholesale trade. The remaining eight were engaged in other support services for the industry.

From the second quarter of 2023 to the second quarter of 2024, the number of establishments grew from 265 to 406, an increase of 53.2 percent. Most of the growth occurred in retail trade, which increased from 192 to 305 locations, an increase of 58.9 percent.

The majority of cannabis establishments were located in New Mexico's most populous counties. Bernalillo County had the highest number of establishments; roughly one in three were located in that county alone (Exhibit 2). The counties with the next highest number of establishments were Doña Ana, Santa Fe, and San Juan.

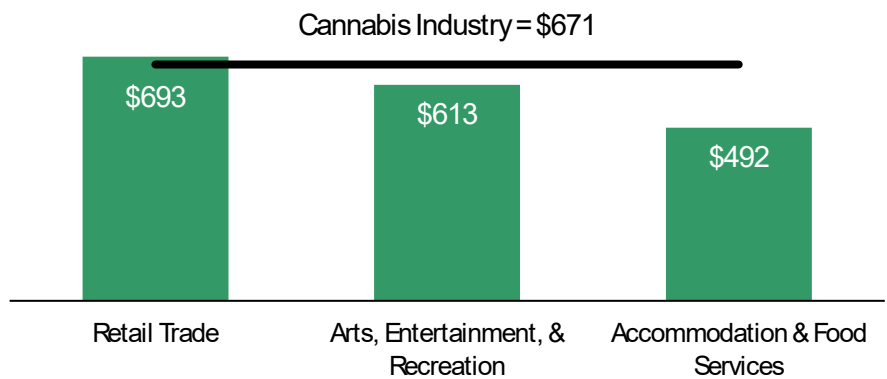
New Mexico's cannabis industry employed 5,090 people during the second quarter of 2024. About 81.3 percent, or 4,140, worked in dispensaries. Wholesale trade establishments employed 372 workers (7.3 percent), while manufacturing facilities staffed 297 workers (5.8 percent).

3. Percentage of Cannabis Employment by Industry Sectors, Quarter 2 2024



Cannabis establishments paid \$44.4 million in wages in the second quarter 2024 with an average weekly wage of \$671 (Exhibit 4). From the second quarter of 2023 to the second quarter of 2024, the average weekly wage of the cannabis industry grew from \$644 to \$671, a 4.2 percent increase. Although wages increased over the year, the industry paid relatively low wages. Out of 19 industry sectors (private establishments only), all except two had an average weekly wage higher than \$671. The arts, entertainment, and recreation industry's average weekly wage was \$613, while the average weekly wage in the accommodation and food services industry was \$492.

4. Industry Sectors with the Lowest Average Weekly Wages Quarter 2 2024



All other industries not shown have an average weekly wage greater than \$795.

Source: QCEW, private ownership.

Data Note

Cannabis industry establishments operating in New Mexico are required to receive a license from the New Mexico Regulation and Licensing Division (RLD). Licenses are issued for each activity performed, so a single business can be issued multiple licenses. For more information about RLD requirements go to their website <https://www.rld.nm.gov/cannabis/>.

Data utilized in this article categorizes establishments rather than licenses. Cannabis establishments were identified by comparing the state's cannabis licensing list with entities that reported employment to NMDWS Unemployment Insurance (UI) tax. An establishment refers to a single physical location predominately focused on a primary business activity.

Every attempt was made to identify all cannabis establishments, but some may be excluded if they had not yet registered with the Department, had suspended or closed accounts, had not submitted quarterly reports during the quarters QCEW extracts administrative data from UI, were not covered under UI laws, or were operating under legal names or account numbers that differed from what is associated on their license. For more information on the QCEW design, please visit the handbook of methods at <https://www.bls.gov/opub/hom/cew/home.htm>.

Total wages represent the entirety of compensation paid out, encompassing bonuses, stock options, severance pay, profit shares, the monetary value of meals and lodging, tips, and other forms of gratuities. The average weekly wage is calculated by dividing total wages by the average number of employees for the quarter, divided by 13 weeks.

Tribal Population and Employment Status Data

Julie Larrañaga, Economist

This article uses data from the U.S. Census Bureau *My Tribal Area* tool to provide information on New Mexico’s tribal areas. My Tribal Area data is updated to the 2019 - 2023 American Community Survey (ACS) five-year estimates. The tool can be accessed via the following link: <https://www.census.gov/tribal/>.

For more information on the ACS, visit <https://www.census.gov/programs-surveys/acs/about.html>. To access ACS data, visit the Census’s data tool at <https://data.census.gov>.

Population

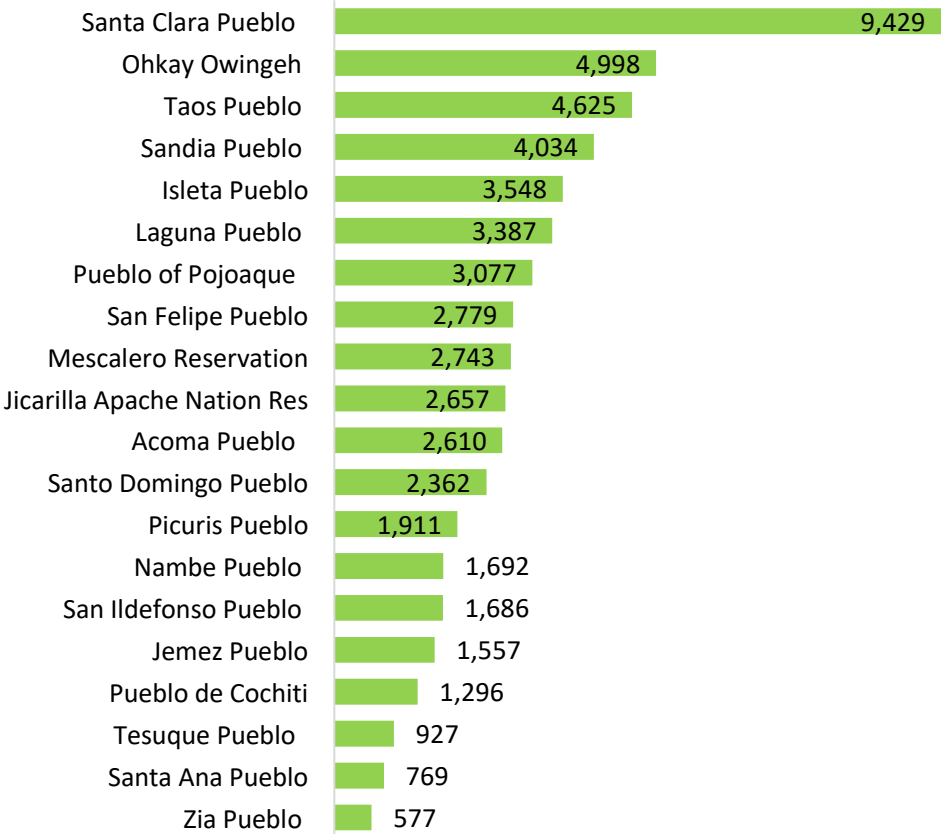
Exhibit 1 provides population estimates for all New Mexico tribal areas.

Of the state’s 23 distinct tribal areas, three are located within more than one state.

The Navajo Nation Reservation and Off-Reservation Trust Land is located within Arizona, New Mexico, and Utah; the Ute Mountain Reservation and Off-Reservation Trust Land is located within Colorado, New Mexico, and Utah; and the Zuni Reservation and Off-Reservation Trust Land is located within Arizona and New Mexico. The remaining 20 tribal areas are located exclusively within New Mexico.

In 2023, the total number of people ages 16 years and over living within the 23 tribal areas combined was 190,846 people (though, as noted above, an unidentified number of these people resided outside of New Mexico). The most highly populated tribal areas were the Navajo Nation Reservation and Off-Reservation Trust Land (127,544 people), the Santa Clara Pueblo (9,429 people), and the Zuni Reservation (5,845 people). The Zia Pueblo was the least populated of all the New Mexico tribal areas with an estimated population of 577 people.

1 Population 16 Years and Over, New Mexico Tribal Areas, 2019–2023



Tribal Areas Located in One or More Additional States:

Navajo Nation Reservation (also Arizona and Utah) = 127,544

Ute Mountain Reservation (also Colorado and Utah) = 793

Zuni Reservation (also Arizona) = 5,845

Please note that estimates for Zia Pueblo, Tesuque Pueblo, Nambe Pueblo, San Ildefonso Pueblo, Jicarilla Apache Nation Reservation, Pueblo of Pojoaque, Laguna Pueblo, Taos Pueblo, Santa Clara Pueblo, Navajo Nation Reservation, Zuni Reservation, and Ute Mountain Reservation also include off-reservation trust land for these areas.

Employment Status

Exhibit 2 compares the employment status of all tribal areas in New Mexico.

Labor Force Participation Rate

The total labor force participation rate was 47.3 percent for all 23 distinct tribal areas, 10.5 percentage points lower than the New Mexico statewide labor force participation rate (57.8 percent). Santa Ana Pueblo had the highest labor force participation rate (69.1 percent), which was 11.3 percentage points larger than the statewide share. The areas with the lowest share of people in the civilian labor force were the Navajo Nation Reservation and the Nambe Pueblo. They had a labor force participation rate of 44.0 and 44.2, respectively.

Employment-Population Ratio

Within the population of all 23 distinct tribal areas combined, 41.7 percent were employed, 11.8 percentage points lower than the employment-population share of New Mexico as a whole 53.5 percent). Santa Ana Pueblo had the largest employment-population share, with 66.2

percent of its 769-population employed. On the other hand, only 37.6 percent of the Navajo Nation Reservation population was employed, 15.9 percentage points lower than the statewide average.

Unemployment Rate

The tribal area with the smallest reported percentage of unemployed workers was Acoma Pueblo. In 2023, 2,610 people were in the civilian labor force with a 1.3 percent unemployment rate. Laguna Pueblo reported the highest unemployment rate (15.7 percent), which was 3.8 percentage points larger than the combined tribal area unemployment rate (11.9 percent) and over two and a half times larger than the New Mexico statewide average (6.0 percent).

It is worth noting that standard definitions of unemployment have been claimed to result in an underestimation of the number of Native Americans who want wage work (i.e., the size of the Native American labor force). For further details, visit: <https://www.bls.gov/opub/mlr/1982/07/rpt3full.pdf>.

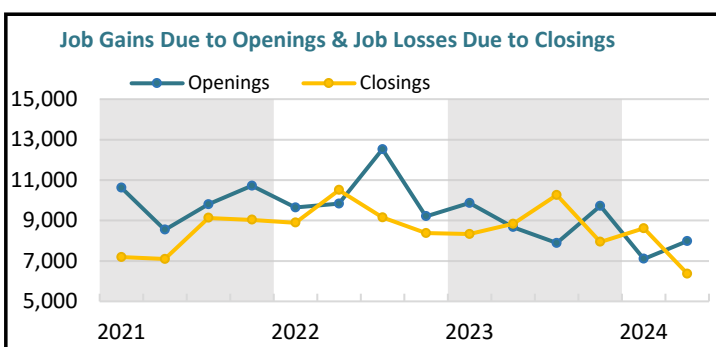
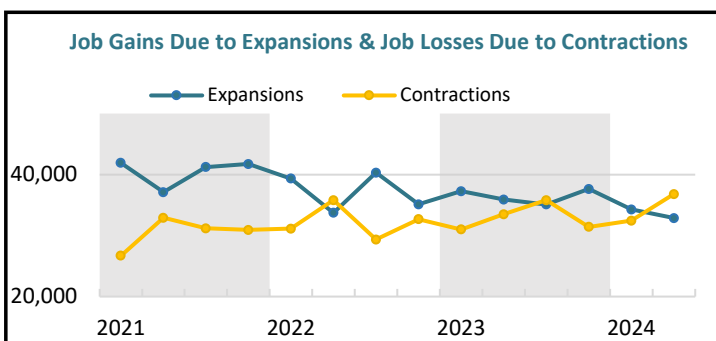
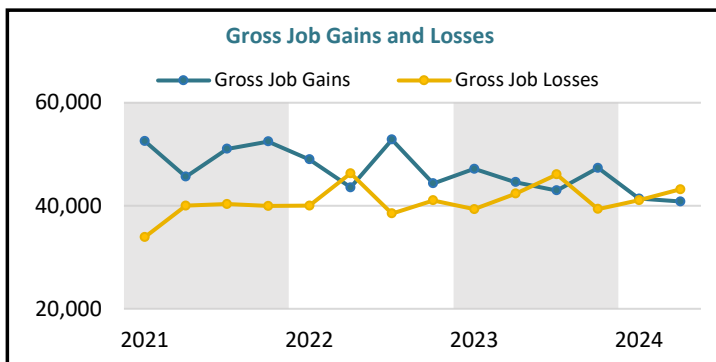
2 Employment Status, New Mexico Tribal Areas, 2019–2023			
	Labor Force Participation Rate	Unemployment Rate	Employment/Population Ratio
Acoma Pueblo , NM	46.9%	1.3%	46.2%
Isleta Pueblo, NM	54.1%	4.6%	51.6%
Jemez Pueblo, NM	66.3%	3.8%	63.8%
Jicarilla Apache Nation Reservation, NM	58.4%	7.9%	53.8%
Laguna Pueblo, NM	59.6%	15.7%	50.3%
Mescalero Reservation, NM	53.4%	11.5%	47.2%
Nambe Pueblo, NM	44.2%	9.4%	40.0%
Navajo Nation Reservation, AZ--NM--UT	44.0%	14.5%	37.6%
Ohkay Owingeh, NM	53.6%	7.5%	49.6%
Picuris Pueblo, NM	49.9%	7.2%	46.3%
Pueblo de Cochiti, NM	52.1%	8.8%	47.6%
Pueblo of Pojoaque, NM	62.7%	5.6%	59.2%
San Felipe Pueblo, NM	52.6%	13.3%	45.6%
San Ildefonso Pueblo, NM	62.7%	3.6%	60.4%
Sandia Pueblo, NM	53.8%	6.6%	50.3%
Santa Ana Pueblo, NM	69.1%	4.1%	66.2%
Santa Clara Pueblo, NM	53.0%	3.6%	51.1%
Santo Domingo Pueblo, NM	61.7%	8.4%	56.5%
Taos Pueblo, NM	51.4%	13.7%	44.3%
Tesuque Pueblo, NM	54.9%	13.9%	47.2%
Ute Mountain Reservation, CO--NM--UT	50.2%	9.8%	45.3%
Zia Pueblo, NM	60.3%	9.5%	54.6%
Zuni Reservation, NM--AZ	46.0%	6.2%	43.1%
TOTAL Tribal (Some outside New Mexico)	47.3%	11.9%	41.7%
TOTAL New Mexico	57.8%	6.0%	53.5%

Please note that estimates for Zia Pueblo, Tesuque Pueblo, Nambe Pueblo, San Ildefonso Pueblo, Jicarilla Apache Nation Reservation, Pueblo of Pojoaque, Laguna Pueblo, Taos Pueblo, Santa Clara Pueblo, Navajo Nation Reservation, Zuni Reservation, and Ute Mountain Reservation also include off-reservation trust land for these areas.

New Mexico Business Employment Dynamics: Second Quarter 2024

Mark Flaherty, Economist

Business Employment Dynamics (BED) data tracks gross and net job gains and job losses of private businesses to help understand the dynamic changes of the labor market in a specific area. It is updated quarterly by the U.S. Bureau of Labor Statistics. All data shown below are seasonally adjusted and for New Mexico. For more information on the program, go to: <https://www.bls.gov/bdm>.



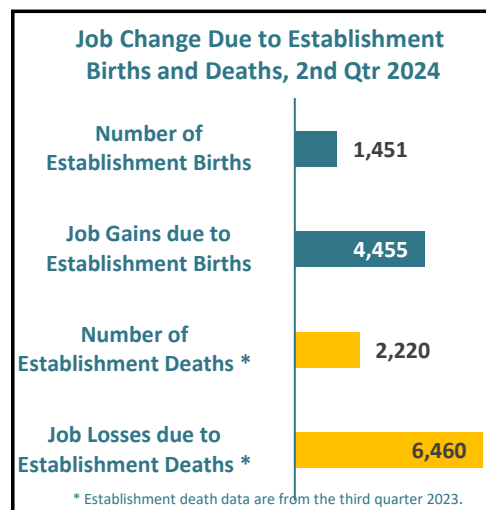
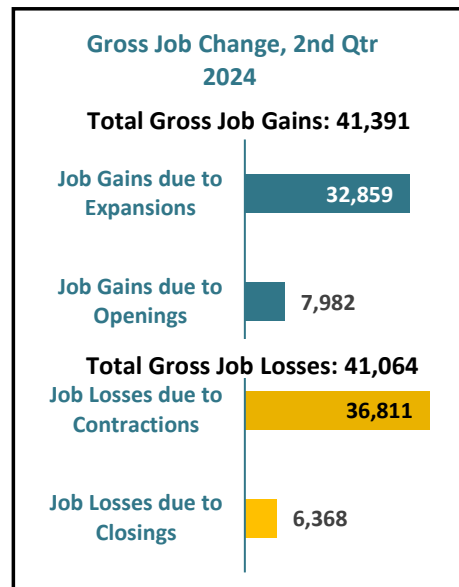
Expanding establishments are existing firms with a net over-the-quarter increase in employment.

Contracting establishments are existing firms with a net over-the-quarter decrease in employment.

Opening establishments are those with positive current quarter employment either for the first time (**births**) or after zero employment in the previous quarter (reopenings).

Closing establishments are those with positive employment in the previous quarter and with zero employment in the current quarter. (Closings may be either **deaths** or temporary closings.)

* The Bureau of Labor Statistics waits three quarters to determine whether an establishment death is a permanent closing or a temporary shutdown, which is why there is always a lag of three quarters for the publication of establishment death statistics.



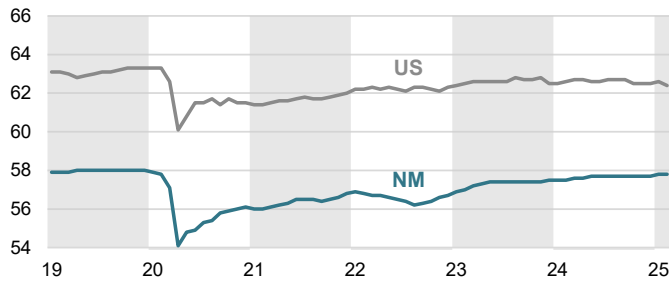
Number of Establishments with Gross Job Gains and Losses, Second Quarter 2024		
# Establishments with Gross Job Losses	Industry	# Establishments with Gross Job Gains
12,613	Total private	12,317
1,370	Construction	1,187
479	Wholesale Trade	449
1,770	Retail Trade	1,517
940	Financial Activities	885
2,298	Professional & Bus Serv	2,089
1,651	Education & Health Serv	2,622
1,765	Leisure & Hospitality	1,488
714	Other Services	673

Key Labor Market Indicators for New Mexico

Labor Force & Unemployment

Labor Force Participation Rate (%)

Jan 19-Feb 25

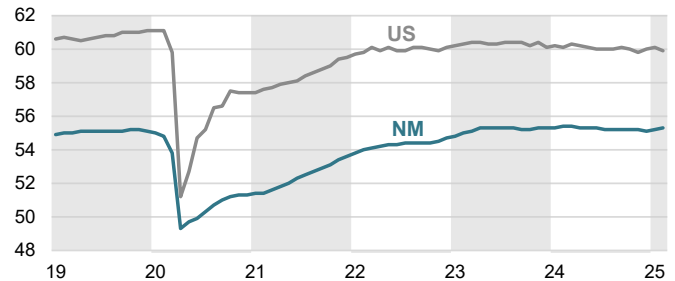


	Feb 25	Jan 25	Feb 24	Percentage Point Change			
				OTM	OTY	2 yr	5 yr
US	62.4	62.6	62.5	-0.2	-0.1	-0.1	-0.9
NM	57.8	57.8	57.5	0.0	0.3	0.8	0.0

Local Area Unemployment Statistics (LAUS)
Seasonally adjusted

Employment-to-Population Ratio (%)

Jan 19-Feb 25

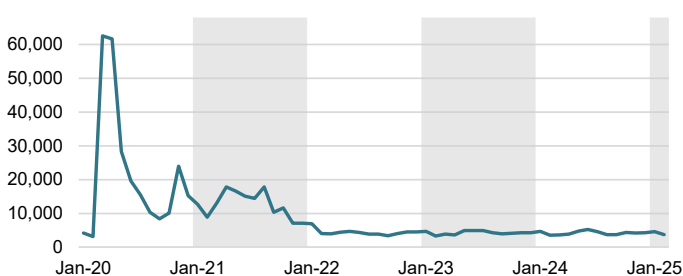


	Feb 25	Jan 25	Feb 24	Percentage Point Change			
				OTM	OTY	2 yr	5 yr
US	59.9	60.1	60.2	-0.2	-0.3	-0.4	-1.2
NM	55.3	55.2	55.3	0.1	0.0	0.3	0.5

Local Area Unemployment Statistics (LAUS)
Seasonally adjusted

Initial Unemployment Insurance Claims

Jan 20-Feb 25

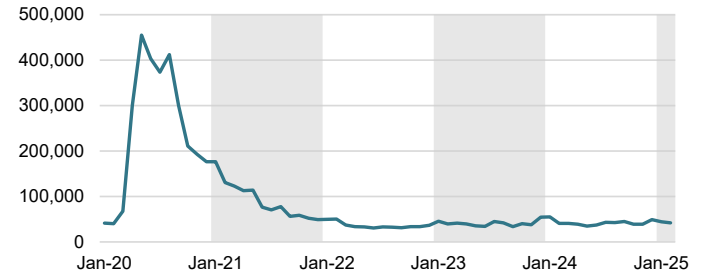


	Feb 25	Jan 25	Feb 24	Percentage Change (%)			
				OTM	OTY	2 yr	5 yr
NM	3,665	4,589	3,538	-20.1	3.6	11.3	16.3

NM Department of Workforce Solutions
New claim applications

Continued Weeks Claimed, Unemployment Insurance

Jan 20-Feb 25



	Feb 25	Jan 25	Feb 24	Percentage Change (%)			
				OTM	OTY	2 yr	5 yr
NM	41,923	43,960	40,860	-4.6	2.6	6.4	5.0

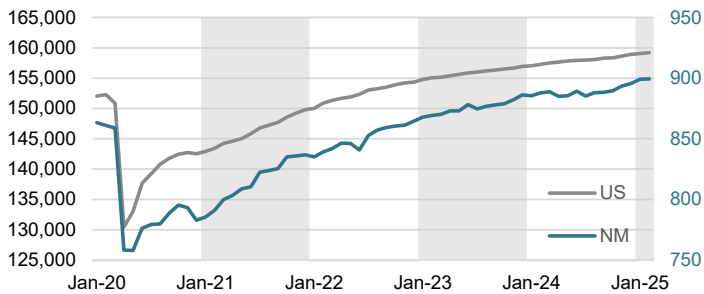
NM Department of Workforce Solutions
Number of weeks claimed for UI benefits or waiting week credit

Key Labor Market Indicators for New Mexico *(Continued)*

Employment, Hours & Earnings

Seasonally Adjusted Employment

Jan 20-Feb 25

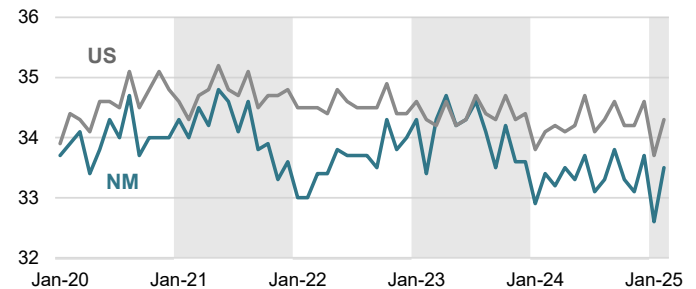


	Feb 25	Jan 25	Feb 24	Percentage Change (%)			
				OTM	OTY	2 yr	5 yr
US	159,218	159,067	157,271	0.1	1.2	2.7	4.5
NM	899.4	899.1	887.9	0.0	1.3	3.5	4.5

Current Employment Statistics (CES)
Seasonally adjusted, in thousands

Average Weekly Hours

Jan 20-Feb 25

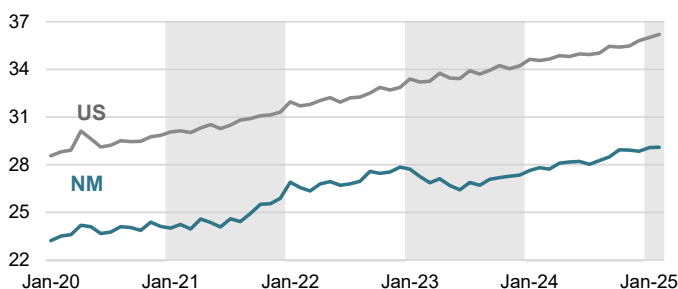


	Feb 25	Jan 25	Feb 24	Change in Hours			
				OTM	OTY	2 yr	5 yr
US	34.3	33.7	34.1	0.6	0.2	0.0	-0.1
NM	33.5	32.6	33.4	0.9	0.1	0.1	-0.1

Current Employment Statistics (CES)
Private establishments, not seasonally adjusted

Average Hourly Earnings

Jan 20-Feb 25

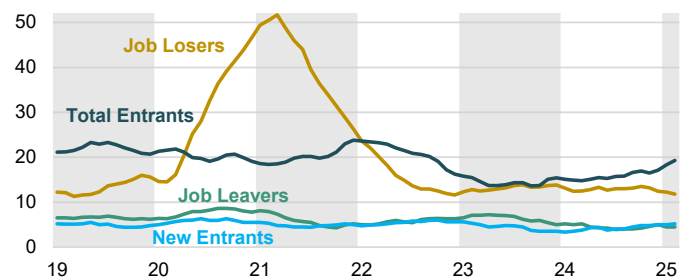


	Feb 25	Jan 25	Feb 24	Change in Dollars			
				OTM	OTY	2 yr	5 yr
US	\$36.20	\$36.00	\$34.57	\$0.20	\$1.63	\$3.00	\$7.39
NM	\$29.10	\$29.08	\$27.81	\$0.02	\$1.29	\$1.84	\$5.60

Current Employment Statistics (CES)
Private establishments, not seasonally adjusted

People Entering and Leaving the Workforce

Jan 19-Feb 25



	Feb 25	Jan 25	Feb 24	Percentage Point Change			
				OTM	OTY	2 yr	5 yr
Total Entrants	19.3	18.3	14.9	1.0	4.4	3.8	-2.3
New Entrants	5.2	5.0	3.5	0.2	1.7	-0.1	-0.1
Job Losers	11.8	12.2	12.4	-0.4	-0.6	-1.0	-2.7
Job Leavers	4.5	4.5	5.0	0.0	-0.5	-2.6	-1.8

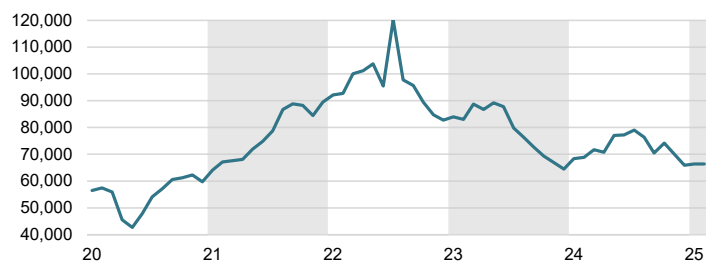
Current Population Survey (CPS)
12-month moving average, thousands

Key Labor Market Indicators for New Mexico *(Continued)*

Online Job Postings

Online Job Postings

Jan 20-Feb 25

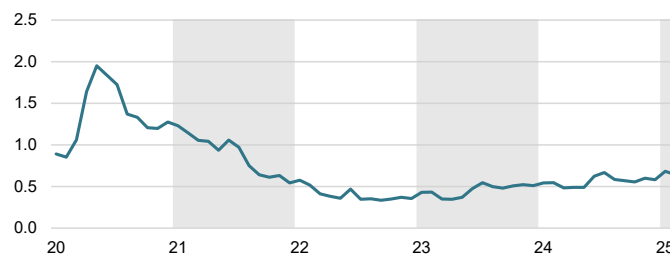


	Feb 25	Jan 25	Feb 24	Percentage Change (%)			
				OTM	OTY	2 yr	5 yr
NM	66,357	66,374	68,882	0.0	-3.7	-20.1	15.6

NM Department of Workforce Solutions
Job postings from New Mexico Jobs

Unemployment per Online Job Posting

Jan 20-Feb 25



	Feb 25	Jan 25	Feb 24	Percentage Point Change			
				OTM	OTY	2 yr	5 yr
NM	0.64	0.68	0.54	-5.7	17.9	0.2	-0.2

NM Department of Workforce Solutions Job postings from New Mexico Jobs and unemployment estimates from the Local Area Unemployment Statistics (LAUS) program.

Industries with the Most Online Job Postings

Feb 2025

Top Industries	
General Medical and Surgical Hospitals	7,370
Colleges, Universities, and Professional Schools	2,741
Elementary and Secondary Schools	2,629
Employment Placement Agencies and Executive Search Services	2,282
Restaurants and Other Eating Places	1,628
Legislative Bodies	1,359
R&D in the Physical, Engineering, and Life Sciences	1,259
Engineering Services	1,200
Other Outpatient Care Centers	1,150
Insurance Agencies and Brokerages	1,144

NM Department of Workforce Solutions
Job postings from New Mexico Jobs

Occupations with the Most Online Job Postings

Feb 2025

Top Occupations	
Registered Nurses	6,896
Physicians, All Other	1,135
Physical Therapists	1,030
Licensed Practical and Licensed Vocational Nurses	814
Nurse Practitioners	745
Retail Salespersons	715
Nursing Assistants	688
Customer Service Representatives	652
Medical Assistants	629
First-Line Supervisors of Retail Sales Workers	551

NM Department of Workforce Solutions
Job postings from New Mexico Jobs

New Mexico's Unemployment Insurance Program									
Initial Claims by County for the Week of February 16, 2025			Characteristics of the Insured Unemployed, February 2025						
			Gender		Industry		Occupation		
Bernalillo	323	McKinley	17	Male	6,283	Agriculture	1,013	Management	1,075
Catron	*	Mora	*	Female	4,724	Mining	198	Business & Finance	350
Chaves	21	Otero	11	Ethnicity		Utilities	29	Computer & Math	219
Cibola	13	Quay	5	Hispanic/Latino	6,265	Construction	1,554	Architecture & Engineering	142
Colfax	*	Rio Arriba	13	Not Hispanic/Latino	4,087	Manufacturing	603	Life, Physical & Social Sciences	155
Curry	8	Roosevelt	7	NA	659	Wholesale Trade	285	Community & Social Services	132
De Baca	*	San Juan	42	Race		Retail Trade	1,011	Legal	37
Dofia Ana	89	San Miguel	13	Native American/AK Native	1,206	Transportation & Warehousing	296	Education, Training & Library	122
Eddy	36	Sandoval	66	Asian	114	Information	912	Arts, Design, Entertainment	428
Grant	10	Santa Fe	48	African American	457	Finance & Insurance	229	Healthcare Practitioner & Tech	221
Guadalupe	*	Sierra	8	Native HI/Pacific Islander	43	Real Estate, Rental, Leasing	103	Healthcare Support	360
Harding	*	Socorro	11	White	6,929	Professional & Scientific Serv	566	Protective Services	254
Hidalgo	*	Taos	23	NA	2,262	Mgmt of Companies	37	Food Prep & Serving Related	441
Lea	22	Torrance	*	Age		Admin & Support/Waste Mgmt	1,021	Building, Grounds Maint.	238
Lincoln	*	Union	*	<22	394	Educational Services	181	Personal Care & Services	190
Los Alamos	*	Unknown	*	22-24	554	Healthcare & Social Assistance	858	Sales & Related	581
Luna	21	Valencia	32	25-34	2,530	Arts, Entertainment, Recreation	185	Office & Admin. Support	1,250
Total			884	35-44	2,761	Accommodation & Food Serv	734	Farming, Fishing, and Forestry	1,066
				45-54	2,138	Other Services	224	Construction & Extraction	1,399
				55-59	1,008	Public Administration	330	Installation, Maintenance, Repair	485
				60-64	904	NA	642	Production	784
				>=65	722			Transportation, Material Moving	892
								Military Specific	13

Characteristics data are for individuals with regular state UI continued weeks claimed for both intrastate and interstate agent for the week that includes the 19th of the month. NA=not available. Characteristics data are from ETA 203, which can also be found at <https://oui.doleta.gov/unemploy/DataDownloads.asp>

* Data <5 can not be released. Initial claims data are for standard UI, intrastate only.



Contact Us

Economic Research & Analysis Bureau
nmdws.economicresearch@dws.nm.gov



Contributors

The New Mexico Labor Market Review is a monthly publication from the New Mexico Department of Workforce Solutions, Economic Research & Analysis Bureau.

Sarita Nair, Cabinet Secretary
 Rachel Moskowitz, Bureau Chief

Stacy Johnston, Communications & Marketing Director

Contributing Economists

Michelle Doran
 Mark Flaherty
 Nathan Friedman
 Ray Gabbard
 Julie Larrañaga
 Raymond Sena
 Justin Welby

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.