

San Juan County Workforce Profile

Developed by SER – Jobs for Progress

For the

Northern Area Local Workforce Board

Cowboys and Indians rode the plains and the desert of the northwestern part of New Mexico and colorful stories of their adventures have trickled down for generations.



The history of the beginning of San Juan County is as colorful as those who traveled to this beautiful area, looking for a fresh start and a new life. In 1887, the Territorial Government named the little city of Aztec as the seat of San Juan County. There was a rivalry; however, amongst the citizens of the new county, and the residents of Farmington, Junction City, Largo, and Mesa City protested the appointment, with each of the cities believing it should be the county seat.

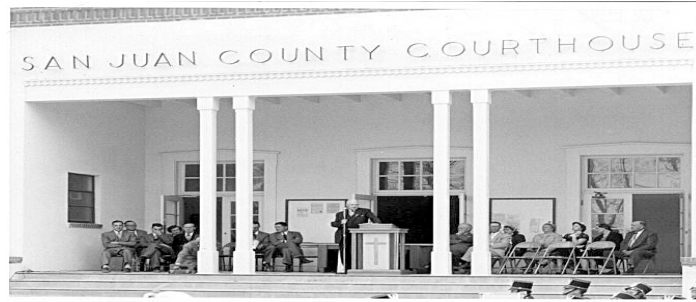
In 1890, an election was held to end the controversy. Junction City received 255 votes; Aztec 246; Farmington 1; and Mesa City received no votes. In 1891, a judge ordered the city of Aztec to move all county records to Junction City. The records were moved and the controversy ended—but not for long.

Officials in Aztec proclaimed the election illegal. A presiding judge in the district investigated the election process and found discrepancies and illegal activities during the election. In August of 1892, Aztec was once again named as the seat of San Juan County. The county rented a room from a local businessman for \$10 a month, which was occupied by the Probate Clerk.

In early March of 1895, the County Commissioners ordered the Clerk to remove all books, papers and other property belonging to San Juan County that had been housed in the Probate Clerk's office moved to a building that had been rented for county offices.

In November of that year, County Commissioners Samuel E. Koontz, J.E. McCarty and J.V. Lujan, along with L.C. Grove, clerk, and Joe Prewitt, deputy met W.H. Williams, John A. Koontz and A. Villman, commissioners who had been appointed by Governor Otero to build a court house in Aztec. They reported to the commissioners that all the money that had been approved for the construction had been used.

The clerk was instructed by the commission to take charge of the building and to move all county records into the new court house as soon as possible. The commission met in the new court house for the first time on April 6, 1903.



A county jail had already been built on the south side of the new court house, after a \$2,500 bond had been approved by the county at a special election held in March of 1892. The jail was adobe with two steel jail cells.

As the years went by, more and more people discovered the beauty of living in the Four Corners, and the population of San Juan County grew. In the 1900s, the county was largely agricultural, with fruit orchards and vegetable farms creating a canvas of color.

By 1905, the Denver and Rio Grande Railroad had built a railroad through the area and the county seat became a shipping point for sheep and cattle.

In 1950, a new industry found its way into San Juan County. Oil and gas brought in thousands of people to the area, with the population of the city of Farmington increasing nearly 763 percent in 10 years. Oil and gas continues to play a major role in the economy of San Juan County, but as more people have moved into the area, retail has taken over as the primary economic base.

Shiprock, located about 20 miles northwest of Farmington, is on the Navajo Nation and is named for the Shiprock pinnacle, a large rock formation that rises up from the ground and is sacred to the Navajo people. The town of Shiprock has been made famous by mystery writer Tony Hillerman, who bases many of his novels in this community.

With 5,514 square miles included in San Juan County, less than 6 percent of it is privately owned. In 2003, 122,272 people called the county home, according to statistics provided by the U.S. Census Bureau. That reflects a more than 24 percent increase in population from 1920-2000. People have discovered that San Juan County residents not only enjoy a great climate, but a quality of living many consider being second to none.

San Juan County is a county located in the U.S. state of New Mexico. It is part of the Farmington, New Mexico Metropolitan Statistical Area. As of 2000, the population was 113,801. Its county seat is Aztec.

Geography According to the U.S. Census Bureau, the county has a total area of 14,344 km² (5,538 mi²). 14,281 km² (5,514 mi²) of it is land and 63 km² (24 mi²) of it (0.44%) is water. Indian reservations (and off-reservation trust lands) comprise 63.4 percent of the county's land area: The Navajo Indian Reservation takes up 60.45% and the Ute Mountain Ute Indian Reservation another 2.93%.The physical features include three rivers, the San Juan, Animas and the La Plata, volcanic structures, buttes, mesas, badlands, and fertile river valleys.

Demographics As of the census² of 2000, there were 113,801 people, 37,711 households, and 28,924 families residing in the county. The population density was 8/km² (21/mi²). There were 43,221 housing units at an average density of 3/km² (8/mi²). The racial makeup of the county was 52.83% White, 0.44% Black or African American, 36.88% Native American, 0.27% Asian, 0.05% Pacific Islander, 6.77% from other races, and 2.78% from two or more races. 14.99% of the populations were Hispanic or Latino of any race.

There were 37,711 households out of which 42.00% had children under the age of 18 living with them, 55.70% were married couples living together, 14.70% had a female householder with no husband present, and 23.30% were non-families. 19.30% of all households were made up of individuals and 6.40% had someone living alone who was 65 years of age or older. The average household size was 2.99 and the average family size was 3.43.

In the county the population was spread out with 32.60% under the age of 18, 10.00% from 18 to 24, 28.10% from 25 to 44, 20.20% from 45 to 64, and 9.10% who were 65 years of age or older. The median age was 31 years. For every 100 females there were 98.30 males. For every 100 females age 18 and over, there were 94.70 males.

The median income for a household in the county was \$33,762, and the median income for a family was \$37,382. Males had a median income of \$35,066 versus \$21,299 for females. The per capita income the county was \$14,282. About 18.00% of families and 21.50% of the population were below the poverty line, including 26.60% of those under age 18 and 18.20% of those ages 65 or over.

Source: Wikipedia, the free encyclopedia

Priority Industries and Industry Career Clusters:

The Northern Board has designated three “priority industries”: **Health Services, Information Technology/Finance, and Energy**. In selecting these industries, the Northern Board provides its support to four of **Governor Bill Richardson’s New Mexico Career Clusters**, specifically *Business Services,*

Communications & Information, Energy & Environmental Technologies, and Health & Biosciences.

Source: Work in New Mexico <http://www.workinnewmexico.gov/clusters.html>

Career clusters are groups of related industries that share common resources, like raw materials or equipment, and employ workers who have similar interests and abilities. New Mexico has identified 7 strategic market sectors or “clusters” as the foundation for its future economy-its careers and businesses.




Technological advances and global competition have transformed the nature of work. Jobs available today, and certainly the jobs available in the future, will require more knowledge, better skills, and more flexibility in the workplace.

Many issues challenge our education and economic systems – changing demographics, development and use of technology, generational differences in the workforce, among others. At the center of these challenges is a growing gap between the skills our economy demands and the preparedness of our workforce to meet these demands – the skills gap.

Historically there has been a shared commitment to integrate academic and technical learning based on standards; and connecting education with careers. The cluster level, is broader, and incorporates the skills and knowledge needed, regardless of what pathway or specialty is chosen. The pathway level narrows to a range of careers and skills and knowledge required for a specific Industry. Within each career cluster there are anywhere from two to seven career pathways. As a framework for grouping occupations according to common knowledge and skills, career clusters serve as an organizer for instruction. Sequences of courses can move learners through a progression of knowledge and skills, leading to attainment of durable, portable competency. Aligning instruction to the career cluster knowledge and skills creates a fundamentally different type of instruction where academic and technical instructions are blended and transitions among learner levels are seamless.

Career clusters offer individuals valuable options. They prepare workers to face the uncertainties and volatility of the 21st century job market with the skills to be successful in a number of potential careers.

Emphasizes will be given to the NALWDB Priority of Industries and associated Industry Clusters focusing on:

-  Skill requirements for specific jobs or career paths;
-  Training requirements for emerging, incumbent and/or expanding workforces;
-  Challenges pertaining to employee attraction and retention

Health Services: New Mexico has a booming healthcare industry, which has been one of the fastest growing sectors in the state's economy so far this decade. It is projected by the New Mexico Department of Labor to grow by thirty percent through 2012.

The New Mexico Department of Labor projects 47,870 new jobs will be created in the healthcare sector over the next 6 years. The fastest growth within the health services industry is anticipated to occur within the ambulatory health care services, approaching 44 percent and growing by 13,170 jobs. Nursing and residential care facilities are projected to add 4,460 jobs, equating to roughly 35 percent growth, growing from 12,770 jobs in 2002 to 17,230 in 2012. Social assistance employment is projected to increase by 41.4 percent, rising from 15,350 jobs in 2002 to 21,710 in 2012. In San Juan County there were 238 work locations in this industry in 2006, with a total of 5,940 employees. The average weekly wage for Health Care and Social Assistance in San Juan County in 2nd Quarter, 2006 was \$715.00. This would be equivalent to \$17.88 per hour or \$37,180 per year, assuming a 40-hour week worked the year around.

❖ **Health and Biosciences Cluster Definition:** The career cluster is comprised of courses and/or programs related to planning, managing and providing diagnostic, therapeutic, and information and environmental services in health care and to planning, managing, and providing scientific professional and technical services in the biosciences, including laboratory testing and Research and Development.

❖ **Health and Biosciences Industry Sector Clusters:**

- Healthcare
- Information Technology
- Research and Development
- Homeland Security
- Social Services Home Medical Equipment
- Law

❖ **Types of Business in Health and Biosciences Industry Cluster:**

- Home Medical Equipment
- Hospitals
- Agri-engineering
- Equipment Sales
- Science Research and Development
- Telemedicine

- Social Work/Counseling
- Forensics
- Social Work/Counseling
- Environmental, Waste Engineering
- Electronic Records
- Medical Transcription
- Insurance
- Laboratory Testing
- Pharmaceuticals
- Disaster Management

❖ **Health and Biosciences Industry Cluster Transferable Knowledge and Skills:**

- Trigonometry
- Physical and Biological Sciences
- Business Strategy
- Drafting
- Technical Writing
- Grammar and Spelling
- Advanced Reading Comprehension
- Computer Programs and Systems
- Statistics
- Global Awareness
- Customer Service
- Listening
- Teamwork
- Public Speaking/Verbal Communication

Current Economic Related to Health Services Activity:

Source: NMDOL Laser market analysis <http://laser.state.nm.us>

Industry	Average Establishments	Employment			Average Employment	Average Weekly Wage
		04/06	05/06	06/06		
Health Care and Social Assistance	238	5,904	5,929	5,988	5,940	\$715
Ambulatory Health Care Services	176	2,324	2,337	2,346	2,336	\$645
Hospitals	***	***	***	***	***	***

Note: Asterisks indicate non-disclosable data

Energy: New Mexico has among the most productive and diverse energy activities in its economy of any state. It has abundant energy resources, including coal, oil, gas, wind, solar and biomass, and its universities, as well as Sandia National Laboratories and Los Alamos National Laboratory, are world leaders in advanced energy science and research.

In 2005, businesses pumped 60 million barrels of crude oil and 1.6 million cubic feet of natural gas from the state. These natural resources translate into a significant number of jobs in the states economy. The New Mexico Oil and Gas Association

estimate that 23,000 New Mexicans are employed in their industry. There are 225 registered producing mines in New Mexico. Minerals mined range from coal to potash and copper. The New Mexico Mining Association estimates their industry employs about 6,000. In San Juan County there were 203 work locations in this industry in 2006, with a total of 5,603 employees. The average weekly wage for the Energy Industry in San Juan County in 2nd Quarter, 2006 was \$1,345. This would be equivalent to \$33.63 per hour or \$69,940 per year, assuming a 40-hour week worked the year around.

❖ **Energy Cluster Definition:** The career cluster is comprised of courses and/or programs related to planning, managing and performing the processing of energy materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance and manufacturing/process engineering.

❖ **Energy Industry Sector Clusters:**

- Fossil Fuel (gas, oil, coal, ethanol) Distribution, Production, By-Products
- Renewable Energy (photo voltaic, wind, solar thermal, biomass, fuel cell, hydrogen, large solar) Distribution, Production, By-products
- Construction
- Architecture
- Environmental (air, waste, water, groundwater) Technologies

❖ **Types of Businesses in Energy Cluster:**

- Manufacturing
- Marketing
- Installation
- Design
- Sales
- Science Research and Development
- Legal Service
- Teaching and Training
- Laboratory Testing
- Regulation/Law
- Energy Services
 - Construction
 - Retrofit
 - Consulting

❖ **Energy Industry Cluster Transferable Knowledge and Skills:**

- Calculus
- Physics
- Chemistry
- Business Strategy
- Drafting
- Technical Writing
- Grammar and Spelling
- Reading Comprehension
- Computer Programs and Systems
- Logic
- Critical Thinking
- Statistical Research and Analysis

- Customer Service
- Teamwork

Current Economic Related to Energy Activity:

Source: NMDOL Laser market analysis <http://laser.state.nm.us>

Industry	Average Establishments	Employment			Average Employment	Average Weekly Wage
		5,542	5,618	5,649		
Mining	203	5,542	5,618	5,649	5,603	1,345
Oil and Gas Extraction	***	***	***	***	***	***
Mining (except Oil and Gas)	***	***	***	***	***	***
Support Activities for Mining	146	3,248	3,343	3,343	3,311	\$991
Utilities	24	1498	1,489	1,502	1,495	\$1,393

Note: Asterisks indicate non-disclosable data

Information Technology: Changes in technology and globalization have permanently altered the way we work and live. In today's society, all individuals must be able to generate and use electronic information and equipment on the job, for entertainment, and for media. Communications and Information industries are a fast-growing segment of the New Mexico economy. According to the New Mexico Department of Labor the information industry is projected to have growth approximating 40 percent with 6,680 jobs being added for the period 2002 through 2012. The fastest growing information sub sector is the one encompassing Internet service providers, web search portals, and data processing services. Growth for this category is projected to be much faster than average, exceeding 80 percent, by 2012. The telecommunications sector is also anticipated to experience faster than average growth with jobs increasing by 3,330 or roughly 48 percent. Professionals in this field develop the strategies, systems, and products that help us shop, get and deliver news and information, and promote our business and personal interests. In San Juan County there were 43 work locations in this industry in 2006, with a total of 461 employees. The average weekly wage for the Information Technology Industry San Juan County in 2nd Quarter, 2006 was \$568.00. This would be equivalent to \$14.20 per hour or \$29,536 per year, assuming a 40-hour week worked the year around.

❖ **Information Technology Cluster Definition:** The career cluster is comprised of courses and/or programs related to designing, producing, exhibiting, performing, writing and publishing multimedia content and to designing, developing, managing and operating communication and information technology networks and related hardware and software for the recording, storage, transformation,

transmission and distribution of voice, video images and data including both telecommunications and computing services.

❖ **Information and Technology Industry Sector Clusters:**

- Digital Media
- Customer Care Call Centers
- Information Technology
- Publishing
- Design

❖ **Types of Businesses in Information and Technology Industry Cluster:**

- Journalism
- Publishing
- Marketing
- Design
- Advertising
- Security
- Telecommunications
- Web Development
- Software Design
- Software Implementation
- Computer Networking Services
- Sales
- Information Exchange
- Maintenance
- Data Centers
- Medical Transcription/Call Centers
- Research and Development

❖ **Information Technology Cluster Transferable Knowledge and Skills:**


- Calculus
- Writing
- Grammar and Spelling
- Reading Comprehension
- Computer Programs and Systems
- Statistics
- Customer Service
- Foreign Language
- Global Awareness
- Logic
- Creative and Critical Thinking
- Information Research and Analysis
- Public Speaking/Verbal Communications
- Digital Media

Current Economic Related to Information Technology Activity:

Source: NMDOL Laser market analysis <http://laser.state.nm.us>

Industry	Average Establishments	Employment			Average Employment	Average Weekly Wage
Information	43	455	453	476	461	\$568
Publishing Industries	3	58	57	50	55	\$583
Motion Picture & Sound Recording Ind.	***	***	***	***	***	***
Broadcasting (except Internet)	7	95	91	92	93	\$654
Internet Publishing and Broadcasting	***	***	***	***	***	***
Telecommunications	18	87	86	96	90	\$1,074
ISPs, Search Portals, & Data Processing	***	***	***	***	***	***
Other Information Services	***	***	***	***	***	***

Note: Asterisks indicate non-disclosable data

 **Finance:** Business Services companies provide the backbone for any productive business environment. They are a strong sector of employment in the New Mexico economy. As national and multinational companies around the country streamline operations to compete in a global economy, they are increasingly consolidating *finance* and human resources divisions into one central location. #of these so-called combined service centers have already relocated to New Mexico and employ approximately #. In addition, New Mexico has an advantage as corporations seek to provide business services to the growing Hispanic population. Since 2005, two national corporations have announced they will locate bi-lingual business service operations in New Mexico that intend to employ over 1,100. According to the New Mexico Department of Labor, employment in professional and business services is projected to increase from 98,710 to 125,590 jobs or 27.2 percent during the 2002 to 2012 period. Administrative support positions are projected to experience the fastest growth within the professional and business services industry growing by 49.4% and adding 20,650 jobs. Management of companies and services jobs is projected to grow by 34.5 percent or 1,880 jobs. Professional, scientific and technical services are projected to add 3,880 jobs or grow 7.7 percent. Professionals in this field have the expertise that helps businesses manage their human and corporate assets effectively and efficiently and thereby earn profits that sustain their enterprises. In San Juan

County in the Finance and Insurance Sector there were 137 work locations in 2006, with a total of 892 employees. The average weekly wage for Finance and Insurance in San Juan County in 2nd Quarter, 2006 was \$629. This would be equivalent to \$15.73 per hour or \$32,708 per year, assuming a 40-hour week worked the year around.

❖ **Finance Cluster Definition:** The cluster is comprised of courses and/or programs related to planning, managing and providing administrative support, information processing, accounting, and human resource management services and related management support services and to planning, managing and providing banking, investment, financial planning, and insurance services.

❖ **Finance Industry Sectors Clusters:**

- Administrative Services
- Professional Services
- Financial Services
- Customer Support
- Information Technology and Management Consulting
- Sales and Marketing
- Entrepreneurship

❖ **Types of Businesses in Finance Industry Cluster:**

- Human Resources
- Consulting
 - IT
 - Management
 - Financial
 - Sales
- Insurance
- Law
 - Warehouse/Facilities
- Public and Community Relations
- Economic Development
- Teaching and Training
- Contact (Call) Centers
- Accounting
- Investment
- Banking
- Logistics
 - Transportation

❖ **Finance Cluster Transferable Knowledge and Skills:**

- Business Strategy
- Advanced Writing
- Reading Comprehension
- Customer Service

- Financial Accounting
- Logic
- Critical Thinking
- Public Speaking/Verbal Communication
- Computer Literacy
- Global Awareness
- Teamwork
- Listening
- Entrepreneurship
- Creativity

Current Economic Related to Finance Activity:

Source: NMDOL Laser market analysis <http://laser.state.nm.us>

Industry	Average Establishments	Employment			Average Employment	Average Weekly Wage
Finance and Insurance	137	886	893	898	892	\$629
Credit Intermediation & Related Activity	75	607	604	607	606	\$551
Financial Investment & Related Activity	***	***	***	***	***	***
Insurance Carriers & Related Activities	47	248	260	262	256	\$738
Funds, Trusts & Other Financial Vehicles	***	***	***	***	***	***

Note: Asterisks indicate non-disclosable data

Economic Initiatives:

- Desert Rock Power Plant (Desert Rock) is a 1,500 megawatt (MW) mine-mouth, coal-fired power plant proposed by Sithe Global Power, LLC (Sithe) on the Navajo Retail Trade Nation, San Juan County, New Mexico on a 580-acre site approximately 25 miles southwest of Farmington, New Mexico. The proposed site is adjacent to the existing Arizona Public Services Company (APS) Four Corners Power Plant, a 2,040 MW coal fired power plant located on the Navajo Nation, and south of the existing Public Service Company of New Mexico (PNM) San Juan Generating Station, a 1,800 MW coal fired power plant. As proposed, Desert Rock would be the third coal-fired power plant concentrated in the Four Corners region.

- Jobs during Construction - 1,000 average during the 4 year construction period.
- Total Wages during Construction - \$400 million
- Power Plant Operation (approx.) – 200 jobs
- Mine Operation (approx.) – 200 jobs
- Economic Development Opportunities for related business
- More than approximately \$25 Million investments in road, water and other infrastructure in the area. Source: <http://www.sitheglobal.com/news/SitheFactSheet.pdf>

- **San Juan Economic Development Service Industrial Park Projects**

San Juan County covers over 5,000 square miles, but only 6% is private land. The rest is Federal, State or Tribal land. In 1999, San Juan Economic Development Service (SJEDS) began work on acquiring land for the purpose of building industrial parks to address the lack of available, developable land. Nine sites throughout the County were chosen by city and county planners and in June 2001 a Feasibility Study was completed that ranked the nine sites according to various sets of criteria ranging from accessibility to terrain. SJEDS is working with the appropriate cities to develop these and other sites. SJEDS can assist with proposals and partnerships to acquire developable land. SJEDS will help the cities secure funding for purchase, infrastructure and marketing of the proposed industrial parks.

In December 2004, SJEDS signed a short-term (2 year, with renewal) business lease on 200 acres of State Land in Aztec to assist the City in the developing an industrial park. The site, which is located near a proposed industrial route, may be accessible in the near future. SJEDS expects to assign the lease to the City for continued development, while remaining in a support role seeing the project to fruition. The City of Bloomfield is also working on developing two industrial sites.

Source: San Juan Economic Development

- The San Juan Basin is a major reason why New Mexico is a national player in oil and gas production. According to the Energy Information Association, “New Mexico is currently the 4th largest producer of natural gas in the United States (very close in production behind Oklahoma and Wyoming) and has the 3rd largest amount of proven natural gas reserves. New Mexico is ranked 6th in oil production and 4th in oil reserves. Finally, New Mexico leads the nation in the production and reserves of coal bed methane.”

British Petroleum PLC plans to invest up to \$2.4 billion over the next 13 years to increase recovery of coal bed natural gas by 1.9 trillion cubic feet in the San Juan Basin, which straddles New Mexico and Colorado.

The investment is part of a planned development program to increase by 20 percent BP's current net production of 425 million cubic feet per day and maintain production above present levels for more than a decade.

The project includes funding for the drilling of more than 700 new wells for which BP has obtained regulatory infill approval. To minimize environmental impact, BP plans to drill nearly all of the new wells from existing well pads, using existing roads and pipelines where possible.

Coal bed methane gas currently accounts for about 10 percent of U.S. domestic gas production. BP (NYSE: BP) began developing that resource in the San Juan Basin in 1976.

The San Juan Basin project is part of a 10-year, \$45 billion U.S. oil and gas exploration and production program that includes major investments in the Gulf of Mexico, Alaska and the lower 48 states. Source: New Mexico Business Weekly -