NEW MEXICO
Public Education Department

High Quality Career and Technical Education

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Presentation for the
Legislative Education Study Committee

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The Value of Career Technical Education

THE WALL STREET JOURNAL.

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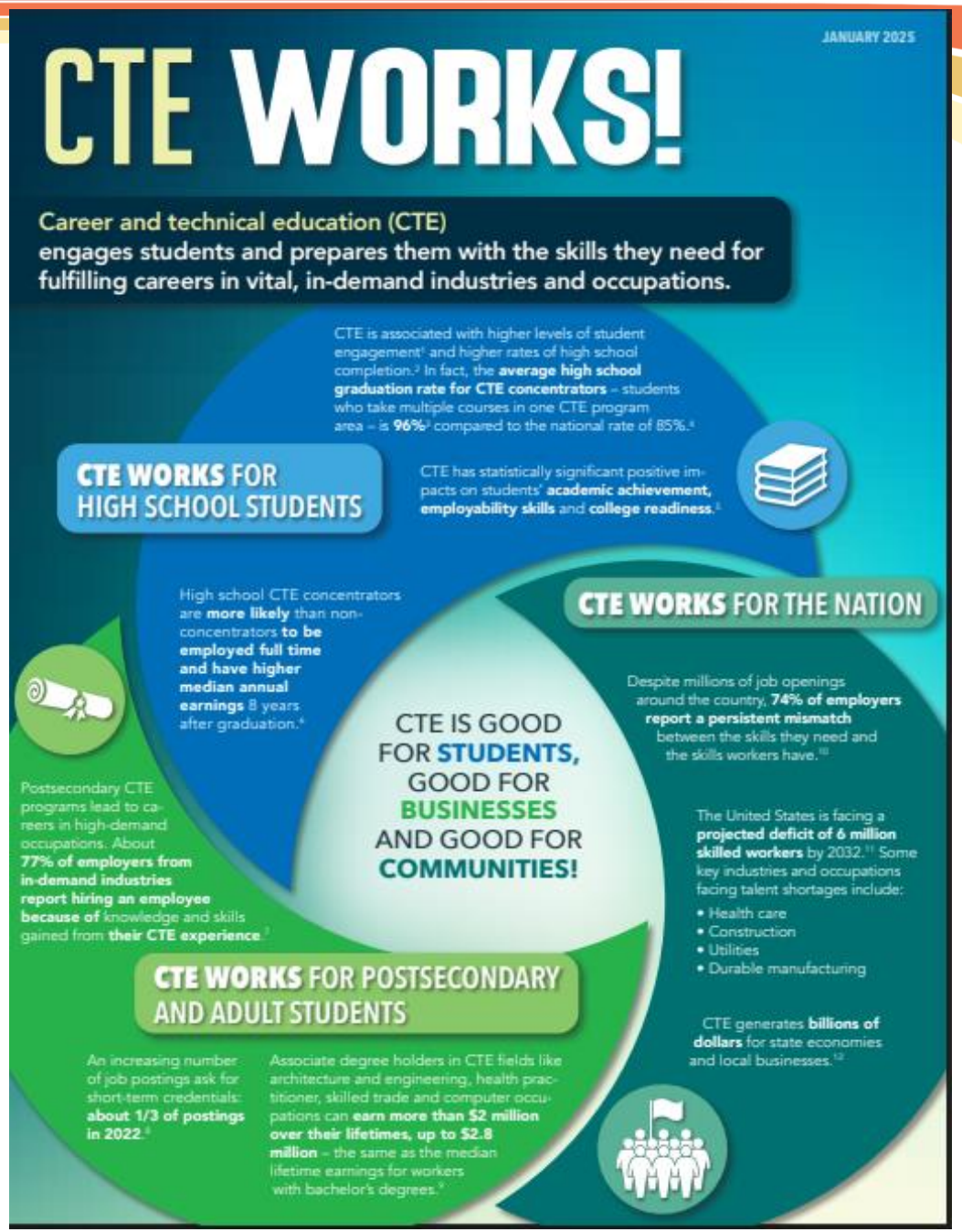
LIFESTYLE | CAREERS

How Gen Z Is Becoming the Toolbelt Generation

Why Career Technical Education Works

Families of Career Technical Education (CTE) students nationwide are *three times* as likely to report they are “very satisfied” with their children’s education compared with those not in CTE.

- ✓ CTE creates pathways to economic success
- ✓ CTE programs keep students engaged
- ✓ CTE helps fill the skills gap
- ✓ CTE offers significant return on investment



What Does High-Quality CTE Look Like?

All CTE programs align with the career cluster framework

All secondary CTE programs include a PED-determined three course sequence that…

- Measures academic proficiency *and* technical skill
- Begins in high school (but may include career exploration in the middle grades)
- Includes a Level 3 (“completer”) course that connects to life after high school, including dual credit, Advanced Placement®, and work-based learning.

Middle School	1501 Health Care Occupations
Level 1 (Introduction)	1520 Medical Terminology
Level 2 (Concentrator)	1504 Nursing-CNA
Level 3 (Completer)	1599 Health Care Dual Credit or 1715 AP Biology

All secondary CTE programs must also include …

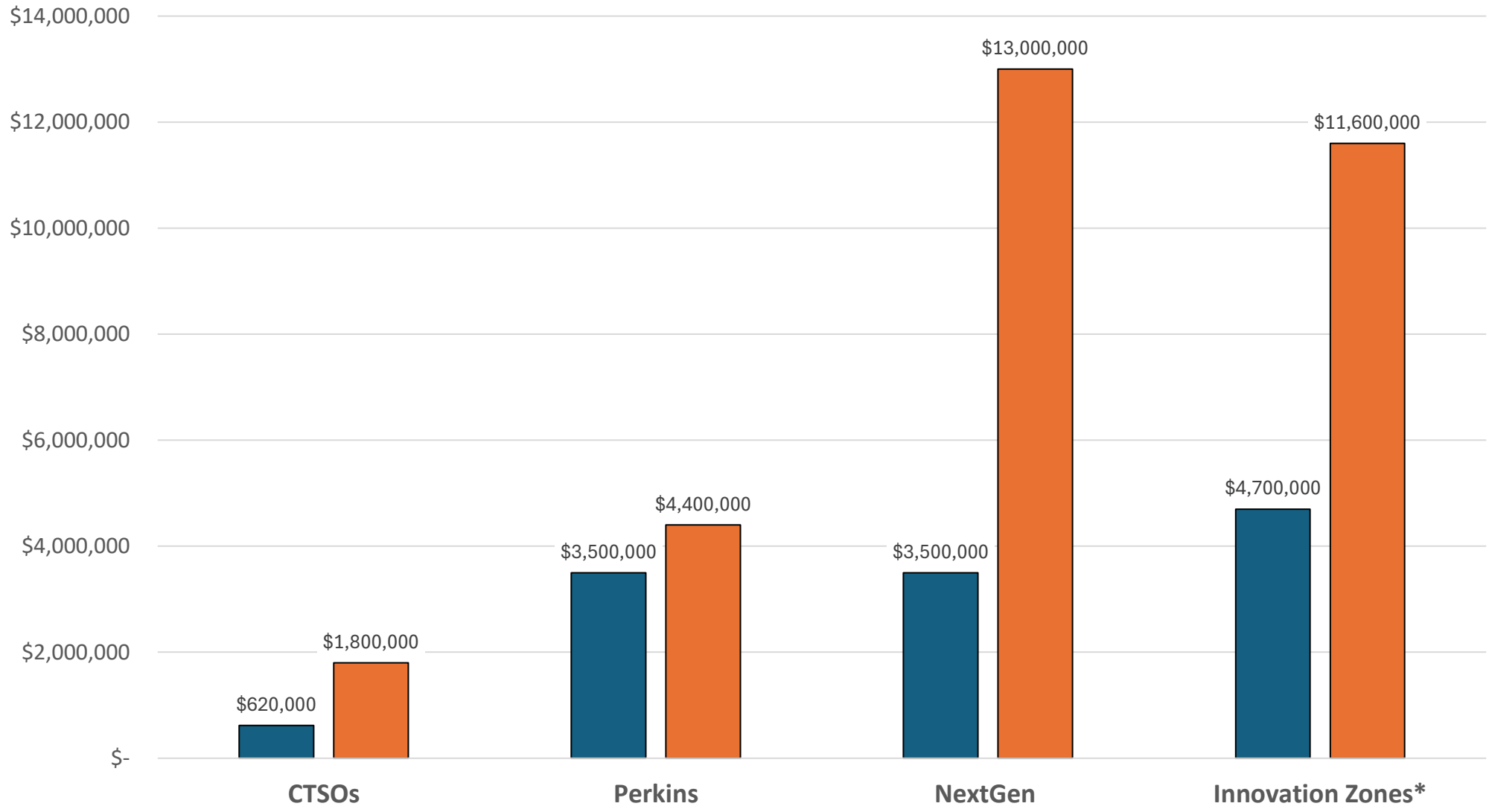
- a path to a specific career outcome
- the opportunity to earn industry-sought credentials, certifications or degrees
- competency-based, applied learning
- coordination with post-secondary learning and industry partners

ACTE High Quality CTE Framework

1. Standards-aligned and Integrated Curriculum
2. Sequencing and Articulation
3. Student Assessment
4. Prepared and Effective Program Staff
5. Engaging Instruction
6. Access and Equity
7. Facilities, Equipment, Technology and Materials
8. Business and Community Partnerships
9. Student Career Development
10. Career and Technical Student Organizations (CTSOs)
11. Work-based Learning
12. Data and Program Improvement

The Current State of CTE in New Mexico

New Mexico Investments in High Quality CTE (Secondary)

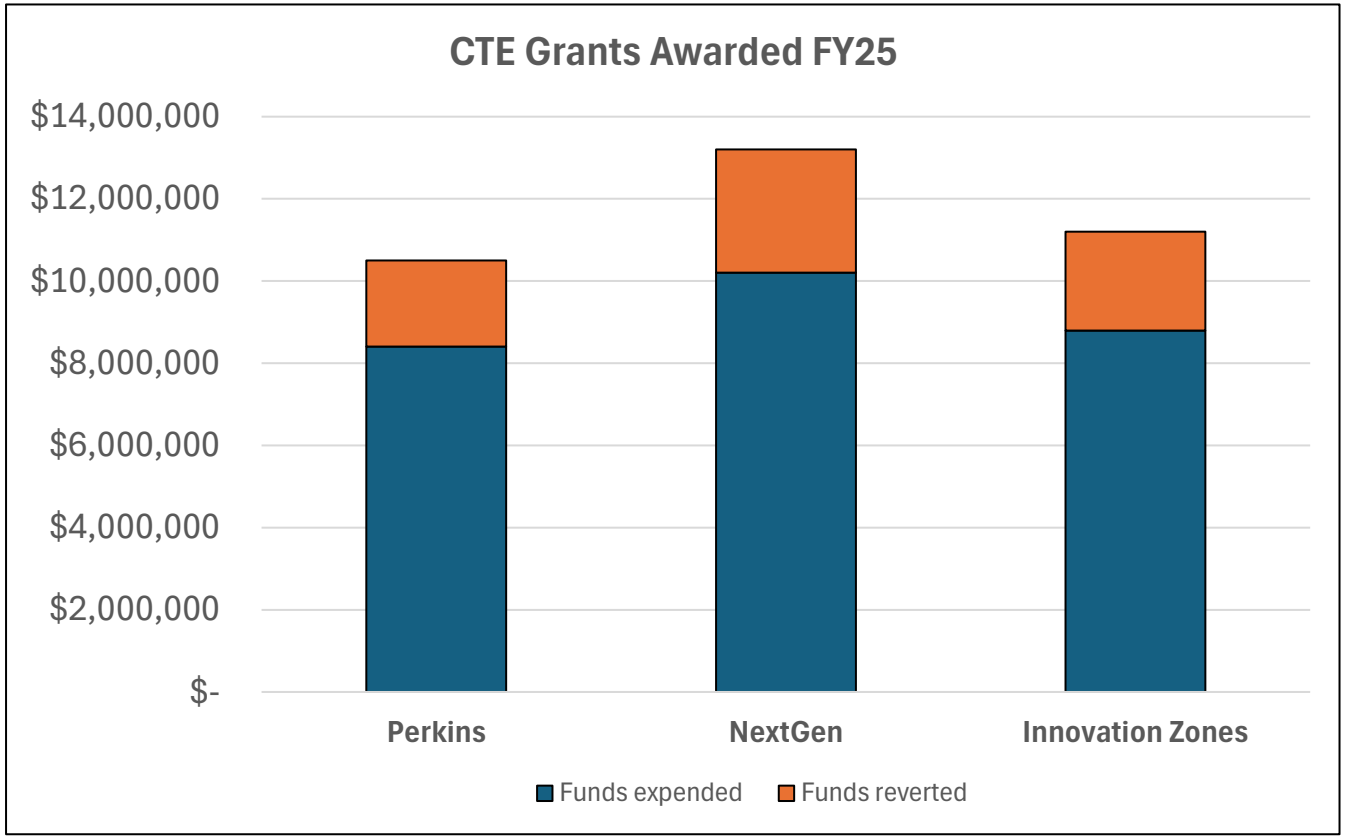


CTE Grants via NMPED (FY25)

Perkins
- Federal
- $15k - $836k

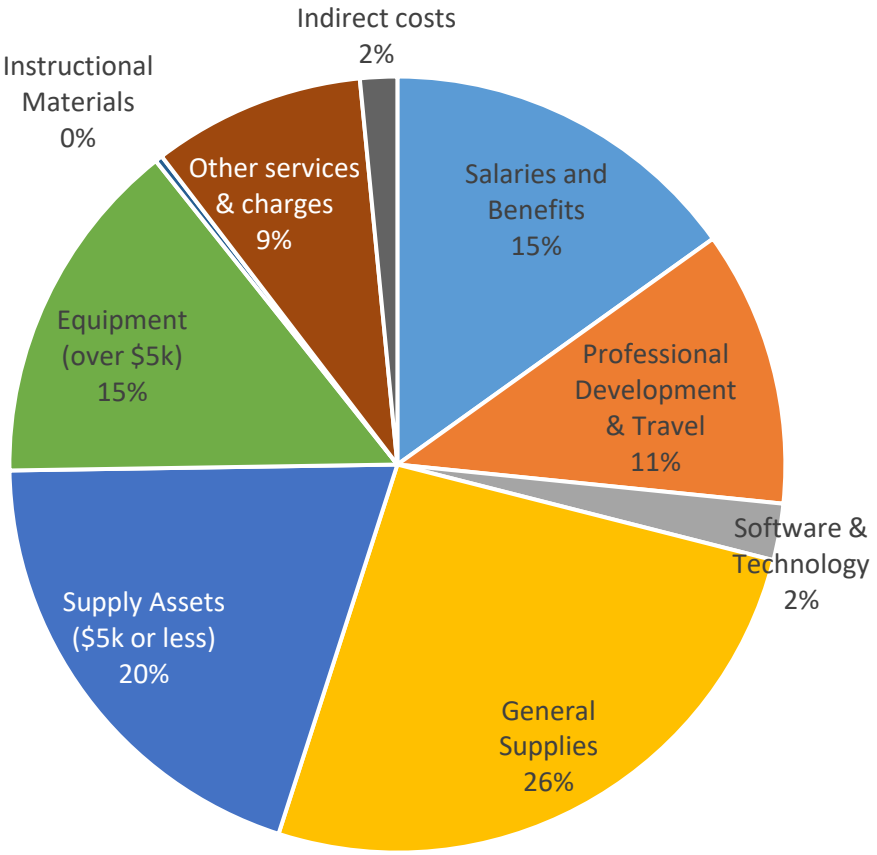
NextGen
- State
- $77k - $757k

Innovation Zones
- State
- $100k - $1.9m

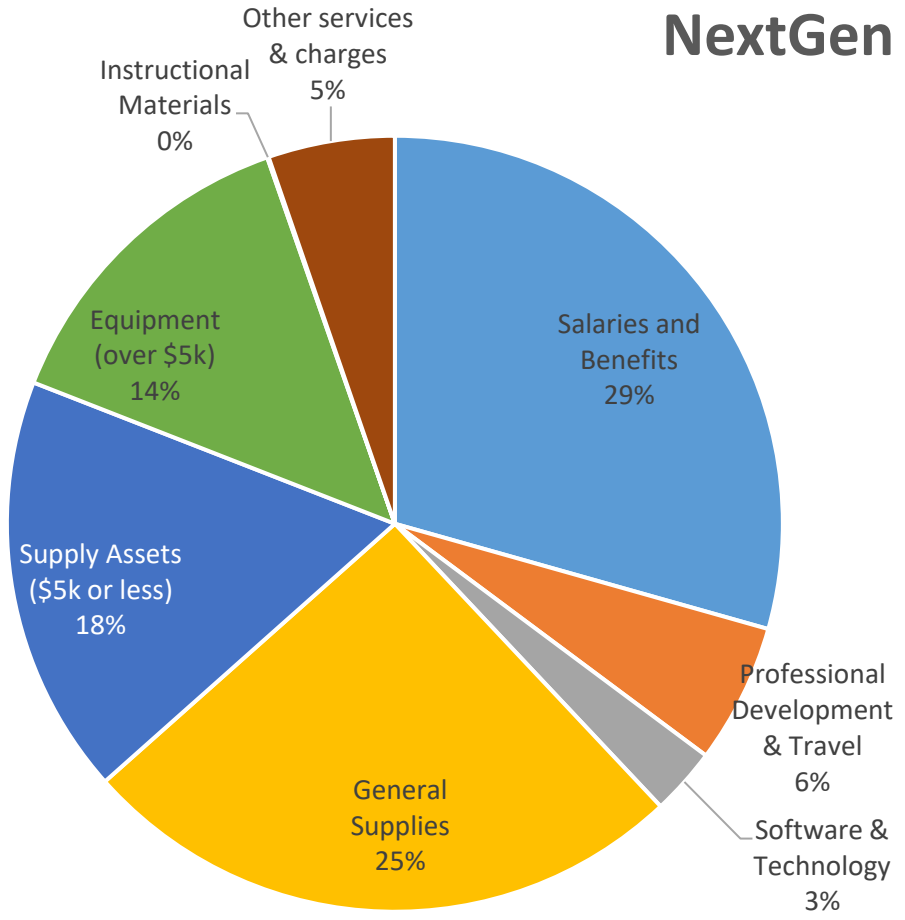


How is CTE money invested by New Mexico LEAs?

Perkins

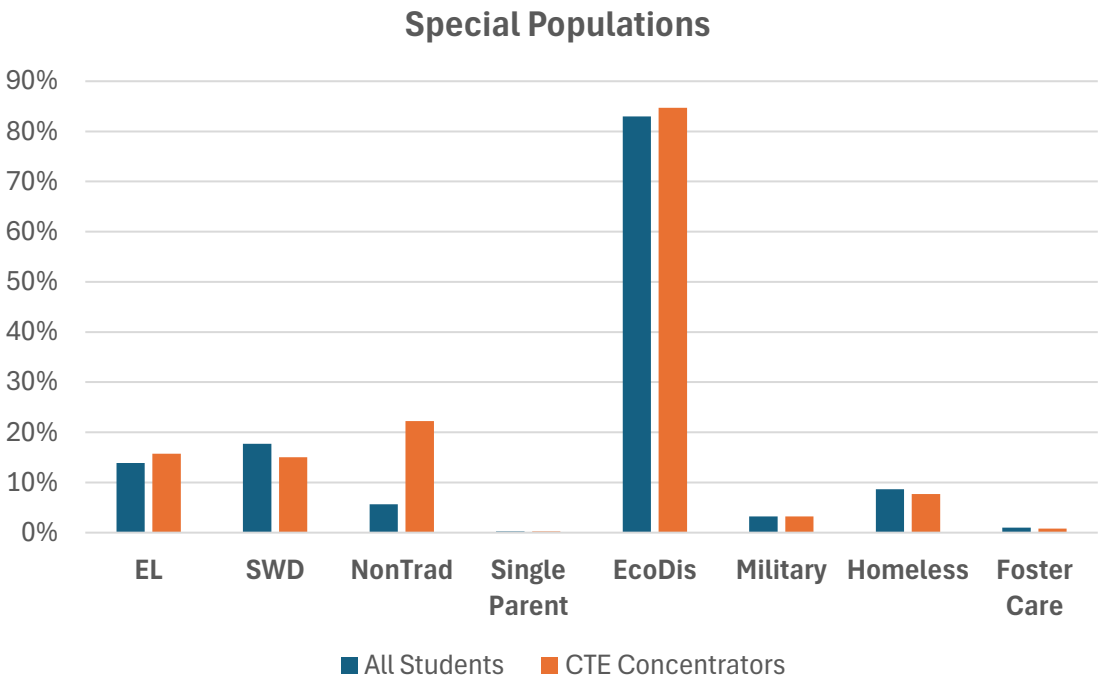


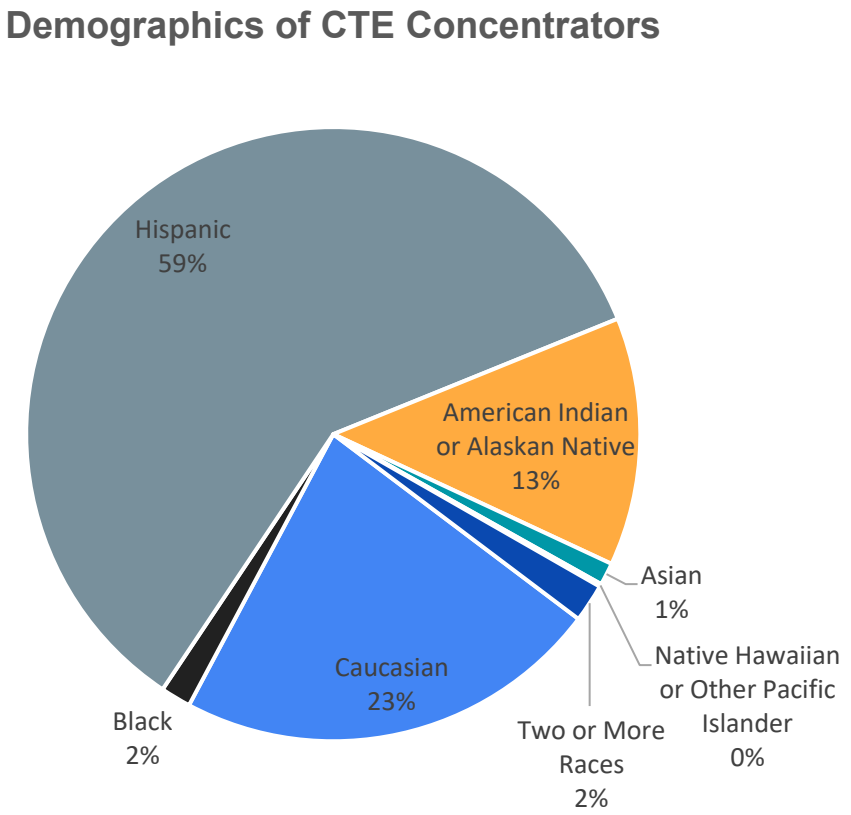
NextGen



Snapshot of Secondary CTE Enrollment in NM

Total High School Enrollment: 109,128
Total CTE enrollments: 89,332
CTE concentrators: 27,535
CTE program completers: 4,037

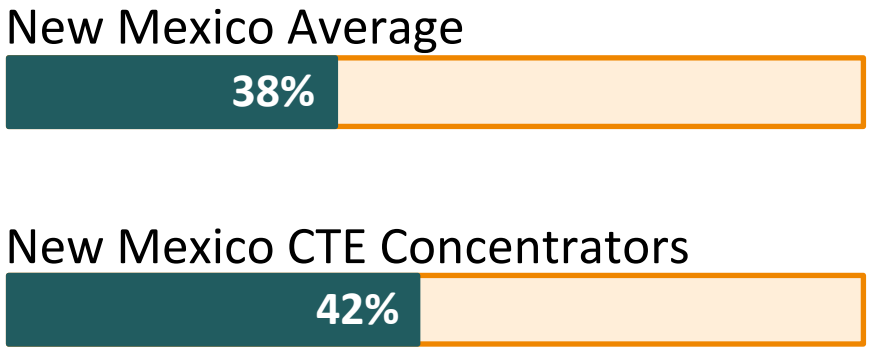




Outcomes for NM Secondary CTE Concentrators

Student Demographics	2023 4-year Graduation Rate All Students	2023 4-year Graduation Rate CTE Concentrators
All	76.7%	**97.46%**
Male	73.6%	**95.39%**
Female	79.9%	**96.18%**
Black	69.4%	**98.73%**
Hispanic	76.1%	**96.40%**
Asian	88.1%	**96.88%**
Caucasian	79.1%	**93.75%**
Native American	74.7%	**95.69%**
English Learner	74.9%	**96.31%**
Economically Disadvantaged	69.7%	**95.89%**
Students with Disabilities	68.5%	**95.70%**

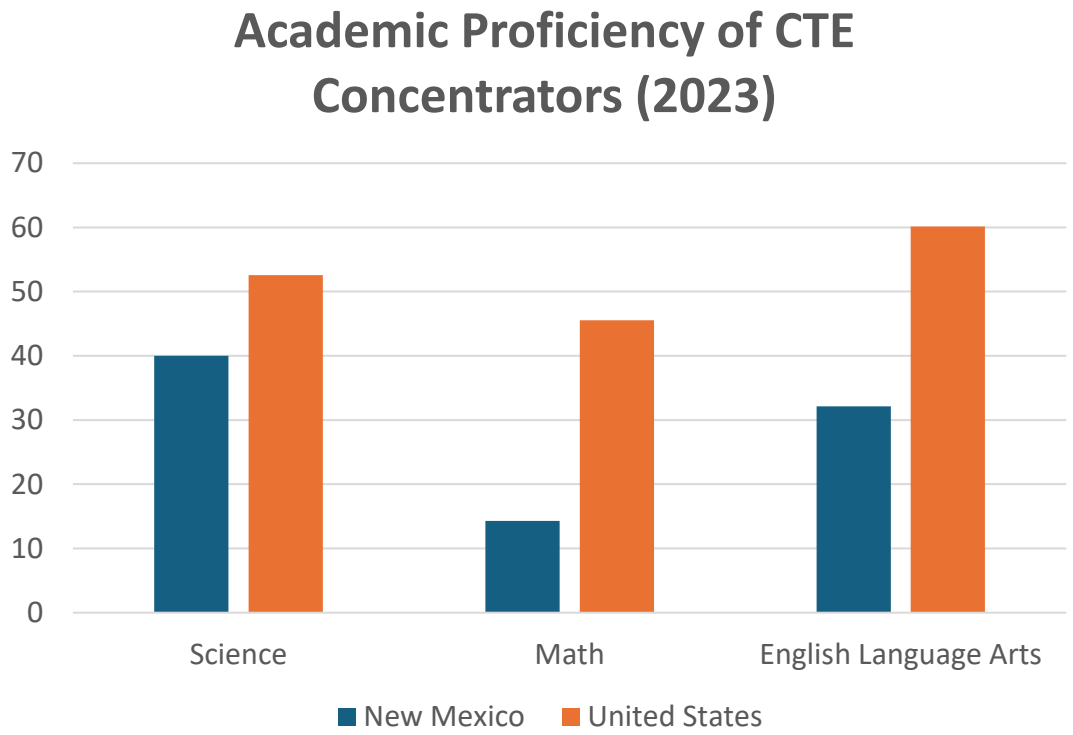
Science Proficiency



Outcomes from CTECH (Hobbs)

- 100% of senior CTE participants graduated (176).
- 305 students were enrolled in CTE-aligned Dual Credit courses.
- 158 students were hired through the district to participate in work-based learning.
- 3622 certifications earned, including Automotive, Cybersecurity, construction trades and more!
- Narratives report many students hired directly from their CTE programs into the local force.

Opportunities for Improvement



Post-Secondary Enrollment

New Mexico Average

50.5%

National Estimate

75%

Dual Credit Participation

New Mexico Average

33.36%

National Estimate

42.14%

How Can NM Do Better?

Prioritize CTE programs that meet high-quality standards:

- Create a 3-tiered structure for implementation with increased expectations for student outcomes over time.
- Implement a funding system related to career clusters (not just student population) that recognizes both fixed and variable costs.
- Phase out funding for established programs that do not offer complete course sequences, industry-sought credentials or CTSOs.
- Reduce allowances for non-priority programs.
- Enforce maximum allocations within certain budget categories.
- Incentivize opportunity gap reduction.

For More Information

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WHAT IS CAREER AND TECHNICAL EDUCATION?

7.8 million high school students and **3.3 million** college and adult students participate in CTE, learning skills in the classroom and on the job.[1]

CTE is delivered at comprehensive and CTE-dedicated high schools, magnet schools, area technical centers, community and technical colleges and some four-year universities.

CTE students earn industry certifications and licenses, postsecondary certificates, associate degrees, bachelor's degrees and higher.

CTE is good for students, good for businesses and good for communities.

CTE high school students are college and career ready – **96%** graduate high school and most enroll directly in college.[2]

Associate degrees in CTE fields can pay **up to $2.8 million** in lifetime earnings - and pay more than bachelor's degrees in other fields - while limiting student debt.[3]

CTE is the answer to the nation's projected deficit of **6 million** skilled workers through 2032.[4]

LEARN MORE ABOUT CTE AT ACTEONLINE.ORG

[1] Perkins Collaborative Resource Network, Perkins Data Explorer, customized Consolidated Annual Report data, 2022-23.

[2] Perkins Collaborative Resource Network, Perkins Data Explorer, customized Consolidated Annual Report data, 2021-22; U.S. Department of Education, Office of Elementary and Secondary Education, Consolidated State Performance Report, 2010-11 through 2017-18; U.S. Department of Education, NCES, HSLS:09, Base-year, 2013 Update, High School Transcript, and Second Follow-Up.

[3] Carnevale, A. P., Cheah, B., & Wenzinger, E. (2021). *The college payoff: More education doesn't always mean more earnings.* Georgetown University Center on Education and the Workforce; College Board, Annual Survey of Colleges; NCES, IPEDS Fall 2021 Enrollment data and IPEDS 2022 Institutional Characteristics data.

[4] Lightcast. (2024). *The rising storm: Building a future-ready workforce to withstand the looming labor shortage.*

CTE PREPARES THE WORKFORCE ACROSS A WIDE RANGE OF INDUSTRIES AND OCCUPATIONS.

- Agriculture
- Construction
- Arts, Entertainment & Design
- Management & Entrepreneurship
- Education
- Energy & Natural Resources
- Financial Services
- Hospitality, Events & Tourism
- Healthcare & Human Services
- Digital Technology
- Public Service & Safety
- Advanced Manufacturing
- Marketing & Sales
- Supply Chain & Transportation

JANUARY 2025

CTE WORKS!

Career and technical education (CTE) engages students and prepares them with the skills they need for fulfilling careers in vital, in-demand industries and occupations.

CTE WORKS FOR HIGH SCHOOL STUDENTS

CTE is associated with higher levels of student engagement[1] and higher rates of high school completion.[2] In fact, the **average high school graduation rate for CTE concentrators** – students who take multiple courses in one CTE program area – is **96%**[3] compared to the national rate of 85%.[4]

CTE has statistically significant positive impacts on students' **academic achievement, employability skills** and **college readiness.**[5]

High school CTE concentrators are **more likely** than non-concentrators **to be employed full time and have higher median annual earnings** 8 years after graduation.[6]

Postsecondary CTE programs lead to careers in high-demand occupations. About **77% of employers from in-demand industries report hiring an employee because of** knowledge and skills gained from **their CTE experience.**[7]

CTE WORKS FOR POSTSECONDARY AND ADULT STUDENTS

An increasing number of job postings ask for short-term credentials: **about 1/3 of postings in 2022.**[8]

Associate degree holders in CTE fields like architecture and engineering, health practitioner, skilled trade and computer occupations can **earn more than $2 million over their lifetimes, up to $2.8 million** – the same as the median lifetime earnings for workers with bachelor's degrees.[9]

CTE WORKS FOR THE NATION

CTE IS GOOD FOR **STUDENTS,** GOOD FOR **BUSINESSES** AND GOOD FOR **COMMUNITIES!**

Despite millions of job openings around the country, **74% of employers report a persistent mismatch** between the skills they need and the skills workers have.[10]

The United States is facing a **projected deficit of 6 million skilled workers** by 2032.[11] Some key industries and occupations facing talent shortages include:

- Health care
- Construction
- Utilities
- Durable manufacturing

CTE generates **billions of dollars** for state economies and local businesses.[12]

June 2025

CTE in New Mexico

35% of New Mexico jobs will require education beyond high school but less than a bachelor's degree by 2031. Career and technical education (CTE) programs prepare students for these jobs in key New Mexico industries such as:

- aerospace
- film and television
- sustainable and green energy
- sustainable and value-added agriculture

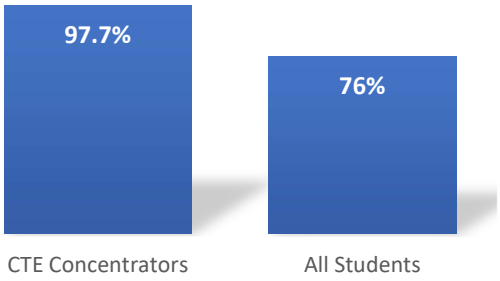
In 2023, more than 1,700 New Mexico high school CTE concentrators participated in dual credit prior to graduating.

Many students are already enrolled in CTE in New Mexico, developing technical, academic and employability skills and engaging in work-based experiences with industry partners. During the 2022-23 school year, New Mexico had:

69,888
secondary CTE participants

43,273
postsecondary CTE participants

These youth and adult learners in CTE programs are more engaged, graduate high school at higher rates, earn industry-recognized credentials, and have rewarding and family-sustaining careers.



Four-year cohort graduation rate in New Mexico (2021-22)

11,044
sub-baccalaureate credentials in CTE fields awarded to New Mexico students (2022-23)

More investment is needed to scale CTE programs across New Mexico to ensure that all learners have access to high-quality CTE programs in high-skill, high-wage and in-demand career fields.

FY 25 Federal Perkins CTE Funding for New Mexico

$10,495,447

CTE: Good for Students, Good for Business, Good for Communities

For more information visit www.acteonline.org, https://webnew.ped.state.nm.us/bureaus/college-career-readiness/career-technicaleducation and www.acteonline.org/New-Mexico. Data sources are available at publicpolicy@acteonline.org.