



State of New Mexico

Michelle Lujan Grisham
Governor

EXECUTIVE ORDER 2024-152

BUILDING NEW MEXICO'S WORKFORCE TO FOSTER THE CLEAN ENERGY TRANSITION, INFRASTRUCTURE INVESTMENTS, AND RESILIENT COMMUNITIES

WHEREAS, the State of New Mexico is investing billions of federal and state dollars in expanding and improving state and local transportation, telecommunications, water, and energy infrastructure, including nearly \$2.5 billion in funding awarded under the American Rescue Plan Act, \$5.3 billion awarded under the Bipartisan Infrastructure Law, and over \$217 million awarded under the Inflation Reduction Act to date;

WHEREAS, combined investments from the Bipartisan Infrastructure Law, Inflation Reduction Act, and CHIPS and Science Act are projected to create nearly three million jobs in the United States, of which nearly 70% are estimated to be available to workers without a college degree;

WHEREAS, the recent influx of federal infrastructure funding, combined with record-setting state investments in infrastructure in recent years, including \$2.5 billion in the 2024 legislative session, presents a historic opportunity to build and repair roads, bridges, dams, water systems, wastewater systems, housing, and broadband infrastructure while strategically mitigating climate change impacts;

WHEREAS, the rate and pace of infrastructure investments across New Mexico is straining the existing workforce and inflating construction costs, while the accelerated transition to clean energy and electrification in buildings, appliances, and the transportation sector is creating significant demand for new jobs and skills;

WHEREAS, climate readiness refers to understanding and committing to reducing and preparing for the impacts of climate change on communities, and it is a critical component of the State's infrastructure development plans;

WHEREAS, New Mexico's Workforce Innovation & Opportunity Act (WIOA) Statewide Plan for 2024-2027 focuses on strengthening regional and sector-based collaboration to promote greater alignment and maximize impact in addressing shared challenges and opportunities;

WHEREAS, the Statewide WIOA Plan identifies construction, energy transition and climate resilience as top priority sectors for workforce development;

WHEREAS, the Statewide WIOA Plan has also identified engaging underrepresented communities to increase labor force participation rates as a top priority;

WHEREAS, the newly formed Governor's Office of Housing has identified infrastructure development critical to addressing the statewide shortage of 40,000 housing units;

WHEREAS, the New Mexico Department of Transportation has established the Industry Credential Pipeline Program to address worker shortages in the transportation sector, in coordination with the New Mexico Department of Workforce Solutions;

WHEREAS, the State has established the Workforce Training & Apprenticeship Fund, a \$30 million investment to support registered apprenticeship programs;

WHEREAS, the New Mexico Higher Education Department will receive \$20 million per year for the next three years to fund students pursuing non-credit-bearing certifications and industry-recognized credentials;

WHEREAS, the Higher Education Department has received \$2 million to expand Integrated Education & Training programs for a variety of industry-recognized credentials;

WHEREAS, through sustained and continuous pursuit of private, federal, formula, and competitive funding, the State has received a range of additional funding for the clean energy and infrastructure workforce, including a \$5.9 million State Apprenticeship Expansion competitive grant from the United States Department of Labor to expand pre-apprenticeship and apprenticeship programs in the infrastructure and clean energy sectors, a \$1.5 million technical assistance grant from the Families and Workers Fund to develop plans to expand the infrastructure and clean energy workforce, a \$1.5 million Training for Residential Energy Contractors grant to create and deliver training to prepare workers and businesses in NM to deliver energy efficiency and electrification measures, and a \$750,000 Sustainable Education for Advanced Buildings grant to create, develop, and deliver unique New Mexico Energy Conservation Code and International Energy Conservation Code and related training modules; and

WHEREAS, the plans and initiatives set forth above promote the development and use of stackable, portable, and industry-recognized credentials in climate-ready fields to build transferable skills, support reskilling and upskilling, and strengthen workers' economic mobility.

NOW, THEREFORE, I, Michelle Lujan Grisham, Governor of the State of New Mexico, by the authority vested in me by the Constitution and laws of the State of New Mexico do hereby **ORDER** and **DIRECT** as follows:

1. The Department of Workforce Solutions, Department of Transportation, Environment Department, Energy, Minerals and Natural Resources Department, Public Education Department (including WIOA Title IV), Higher Education Department (including WIOA Title II), Regulation and Licensing Department, Economic Development Department, Office of Broadband Access and Expansion, Governor’s Office of Housing, and the Office of the State Engineer (collectively, “Partnership Agencies”) shall coordinate on infrastructure and climate-ready workforce training activities to encourage workforce planning that is integrated across programmatic and sector needs and aligns with the state’s existing workforce development and education systems.

2. Infrastructure and climate-ready workforce strategies shall:

A. Ensure climate-ready employment pathways lead to good-paying, high-quality jobs that protect worker safety, promote worker voice, and support workers and their families throughout their careers; and

B. Prioritize equity in workforce policies and programs to expand opportunities for all workers, particularly those from rural, underrepresented and/or underserved communities and those disproportionately impacted by climate change and the energy transition.

3. The Partnership Agencies shall foster meaningful and inclusive collaboration across government, tribes, pueblos, and nations, workforce systems, labor unions, industry, community-based organizations, educational institutions, and other key partners in pursuing workforce funding and developing solutions.

4. The Partnership Agencies shall support innovative and evidence-based approaches to help workers enter, transition into, and advance in climate-ready careers through a range of

supportive services, including educational and transition services and wraparound supports such as childcare and transportation.

5. The Partnership Agencies shall collectively facilitate and support the training of 2,000 workers in infrastructure and climate-ready professions by December 31, 2026.

6. The Public Education Department shall pursue funding and implement programs to expand awareness of infrastructure and climate-ready career opportunities throughout K-12 educational facilities.

7. Each Partnership Agency shall appoint an infrastructure and climate-ready workforce liaison to work with the Department of Workforce Solutions on integrated workforce development planning, program implementation, and performance tracking.

8. Each Partnership Agency shall provide all relevant workforce development program data, including program scope, partners, targets, and results, to the Department of Workforce Solutions in a format and on a frequency established by the Department of Workforce Solutions to carry out the directives in this Order. The Department of Workforce Solutions shall maintain a shared repository of all relevant agency program data that is gathered and maintained to support this Order.

9. The Department of Workforce Solutions shall produce an Infrastructure and Climate-Ready Workforce Annual Report no later than March 1st of each year, beginning in 2025, that includes workforce data, investments in various initiatives, and participation in programs that address workforce needs in relevant sectors. The Annual Report shall highlight successes in integrated workforce development and make recommendations for the coming year to more effectively achieve the goals and priorities set forth in this Order. All state agencies under

gubernatorial control, including the Partnership Agencies, shall collaborate with the Department of Workforce Solutions in the preparation of the Annual Report.

10. Each Partnership Agency is responsible for pursuing and expending funds consistent with this Order and applicable laws and regulations.

I FURTHER ORDER and DIRECT as follows:

1. This Order supersedes any previous orders, proclamations, or directives to the extent they are in conflict.

2. This Order shall take effect immediately and shall remain in effect until renewed, modified, or rescinded.

3. Nothing in this Order shall be construed to create any rights or benefits, substantive or procedural, enforceable at law or in equity, against the State of New Mexico, its agencies, departments, entities, officers, employees, or any other person.

ATTEST:


MAGGIE TOULOUSE OLIVER
SECRETARY OF STATE

DONE AT THE EXECUTIVE OFFICE
THIS 20TH DAY OF SEPTEMBER 2024

WITNESS MY HAND AND THE GREAT
SEAL OF THE STATE OF NEW MEXICO


MICHELLE LUJAN GRISHAM
GOVERNOR

