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Talent and Skill Development



YEAR ONE ASSUMPTION

Albuquerque has struggled with developing a talent pipeline because our many different subsets of populations need skill-up opportunities specific to their situations.



YEAR ONE THEORY OF CHANGE

If we provide population-specific training to address this struggle, then more people will have the skills and resources to start a business or advance in/into a high-wage job.

This covers both traditional and nontraditional educational opportunities.



SIX YEAR OUTCOMES

Talent and Skill Development

Innovative New Pipelines to Careers and Education

Cross collaboration between Albuquerque's colleges, universities, incubators, and organizations supporting small businesses successfully created more opportunities and pathways to education and entrepreneurship for those who have been historically disadvantaged.

Aligned contributions

2+1+2 - UNM and CNM	UNM founded the Innovation Academy	Food Entrepreneurship	CNM Ingenuity scales up access
<p>This program fast tracks students to earn three degrees in five years, saving residents on average \$23,600 in tuition and fees.</p>	<p>950+ students.</p> <p>54 student companies in operation.</p> <p>Over \$400,000 awarded to student businesses through the Tech Navigator Challenge. 91 percent of these companies are still in business.</p>	<p>The Street Food Institute, a nonprofit food entrepreneurship organization, has trained over 250 potential food entrepreneurs. 65% are people of color and 49% have annual household incomes under \$19,000 per year.</p>	<p>Through a grant from the W.K. Kellogg Foundation, CNM now provides holistic support for students in skills programs, including support for childcare, transportation, and tuition.</p>

Digging Deeper

Talent and skill development in both traditional and nontraditional tracks are critical investments in the entrepreneurial ecosystem. To expand economic opportunities and promote racial and income equity we need to not only align skill development with current and future employment opportunities, we also need to pair those opportunities with holistic support that will help people succeed despite complex life circumstances.

Over the last six years, a lot in Albuquerque's talent and skill development landscape has changed. The role of City Alive in this arena was predominantly sharing what worked and often connecting partners and efforts to each other and to funding in ways that would help programs grow and succeed.

Shining a light on some of the great work that has happened:

UNM launched the Innovation Academy, a metacurricular program designed to be the University of New Mexico's (UNM) incubator for ideas, businesses, and people. The innovationAcademy began with 14 student-run companies in 2016 and has grown to 54 in 2019. As of January 2020, 91% of their pitch competition participants were still in businesses. Not only are the student entrepreneurs highly successful during and after their coursework, the student body is also impressively diverse: over 50% people of color, more than 50% women, and over 65% first-generation college students.

CNM and UNM launched their 2+1+2 program, which makes getting a master's degree faster and more affordable, saving residents on average \$23,600 in tuition and fees.

RACIAL EQUITY FOCUS

UNM's new Innovation Academy has enrolled 950+ diverse students. Over 50 percent are female, over 50 percent are people of color, and over 65 percent are first generation college students.



"The 2+1+2 Program between CNM and UNM is a wonderful illustration, frankly, of what [City Alive] is about [...] We've created a pathway between the two institutions that makes it very easy for students to enter either CNM or UNM and then work their way up."

- **Debbie Johnson**, former Director of Entrepreneurship and Economic Development

CNM - [Learn more about the 2+1+2 program here](#)



Over the last five years, CNM has launched various initiatives related to technology, workforce development, and entrepreneurship. From becoming one of the first community colleges in the country to offer computer coding bootcamps, to the FUSE Makerspace making million dollar machines accessible to students and entrepreneurs alike, to a merger with ABQid to help New Mexico start-ups thrive, CNM has helped Albuquerque's entrepreneurial ecosystem and job opportunities expand in significant ways.

For example, graduates of CNM's Deep Dive Coding, a 10-week, 40 hours-a-week bootcamp program, are securing jobs with an average starting salary of \$49,000. Since 2014, enrollment has increased over 300% and over 60% of students are people of color. Through a grant from the W.K. Kellogg Foundation, CNM offers Deep Dive Coding Bootcamp students financial support for childcare and transportation, and subsidizes internship opportunities at local companies to build their resumes and connections.

Another City Alive partner, the Street Food Institute, a nonprofit food entrepreneurship organization, has trained over 250 potential food entrepreneurs. 65% are people of color and 49% have a household income less than \$19,000. Their graduates have started 21 businesses (food trucks, catering companies, bakeries, small restaurants and cafes) and through Co-op Capital, Street Food Institute has begun to offer micro-loans to local food entrepreneurs to help build their businesses.



“We don't have enough time to cover all of the challenges I have faced as a Latina and nontraditional student [...] Life has gotten in the way when I had bills to pay and family obligations. Having been married and divorced, having survived domestic violence and a major motorcycle accident [...] But through the Innovation Academy at UNM Rainforest, STC.UNM and the Clinical and Translational Science Center at UNM Health Sciences Center, I have been able to connect with mentors who have helped me to grow.”

– Mercedes Ortega-Kennedy, UNM Graduate and Entrepreneur
My Money My Future - [Read more about Mercedes here](#)



Key Takeaways and Learnings

We knew that as a whole, we needed to do a better job of connecting people with opportunities to prepare for careers in our local economy. That meant reducing red tape, removing hurdles, and providing better wraparound support.

It might sound straightforward, but connecting people with career development opportunities is by no means simple. Making educational and skills development opportunities accessible isn't just about lowering the costs or offering flexible schedules for parents and those who work. It was about **changing systems so they work for real people**, which requires deep listening to the community, a holistic approach, and change at the institutional level.

We perhaps underestimated just how long it takes to change talent and skill development systems in Albuquerque. As a collective through City Alive, progress stalled at times as we got entangled in understanding each others' competing priorities. **Getting on the same page often ate into our time to take action.**

Originally, City Alive maintained a workgroup focused on Talent and Skill Development. It brought large institutions into conversation with community based nonprofits to develop solutions and opportunities in both traditional and nontraditional tracks. But by year four, we dissolved this workgroup, recognizing that **talent and skill development plays a role in every economic development and inclusion activity.**

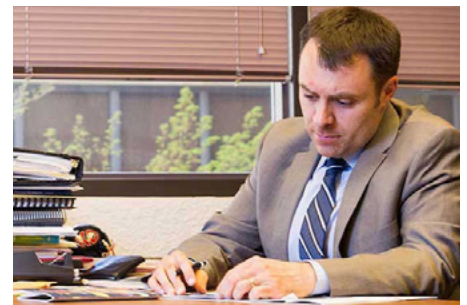
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