

The Greater
Albuquerque Region

Talent & Industry Profile

Thrive in Albuquerque with a highly skilled workforce, unparalleled quality of life and low cost of doing business.



2023



CBRE

Table of Contents

- 3 Welcome
- 4 Regional Snapshot
- 5 What Companies Are Saying
- 6 Who We Are
- 13 Educating Our Workforce
- 21 We Have What Top Talent Wants
- 32 We Have What Leading Companies Need
- 41 Companies Are Raving



Welcome!

CBRE and AREA are proud to present the 2023 Greater Albuquerque Talent and Industry Profile!

The Albuquerque region is New Mexico's primary commercial hub and, in recent years, has emerged as a leading market with opportunities for companies and top talent alike. This report outlines all the factors that set our region apart and make Albuquerque one of the best places in the country to live and do business.

This Profile will walk you through everything from cost-of-living and industry incentives to all the cultural offerings that the region is known for. Upon reading it, you will see why the Greater Albuquerque Region is experiencing such tremendous growth.

Thank you for reviewing this report. We invite you to tour our market soon and discover what makes our region so special. Enjoy!



JIM CHYNOWETH
Managing Director
CBRE, Inc.



DANIELLE CASEY, CECD, EDFP
President & CEO
Albuquerque Regional Economic Alliance



Regional Snapshot

The Greater Albuquerque Region is one of the most dynamic, diverse and innovative communities in the nation. With a high concentration of well-educated workers, exceptional quality of life, low cost of living and a plethora of amenities, top talent and industry leaders are realizing the unlimited potential the region has to offer. Albuquerque has been New Mexico's leader in trade, finance and industry, but is now emerging as a top market in the nation; attracting premier companies and talent to take advantage of the opportunities that await.



COMMERCIAL HUB

For business, trade, finance, industry and commerce for New Mexico



1,047,887

Population within a 60-minute drive time of the I-40/I-25 interchange (Esri)

63.3% DIVERSE POPULATION

Compared to 41.5% nationally (Lightcast 2023)



LOW COST OF LIVING

92.9 on a national scale of 100 (C2ER 2022)

\$335,200

Median Housing Value

National - \$371,200 (NAR)



WORKFORCE

- 33.9% have a Bachelor's degree or higher (Esri)
- 99,420± students are enrolled in two-year and four-year colleges and universities
- Very high density of educated population (per capita PhDs) (UNM, NIH 2021)
- 4% increase in college enrollment from 2021 (RISE NM)
- Top 10 Most Diverse Labor Force - 60% of workers in all occupations identify as a person of color (Lightcast 2023)



EXCEPTIONAL QUALITY OF LIFE

- 4 seasons
- 5,312 feet in elevation - higher than Denver
- 24-minute average commute time
- Abundant outdoor adventure options
- 3rd-largest art market in the U.S. located in Santa Fe
- Award-winning breweries, wine bars and restaurants
- Eclectic and iconic culture, arts and entertainment



TOP 25

One of the top 25 emerging markets for Tech Talent

- CBRE 2022 Tech Talent Report



#5

Best City to Live and Work in as a Moviemaker

- Movie Maker 2023



Well Educated

High concentration of PhDs per capita

- UNM NIH-2021



#7

One of the Top 10 Best Cities For Recreation

- Wallet Hub 2022



#3

for presence of semi-conductor manufacturing among similar sized markets

- Lightcast 2023

What Companies Are Saying

The Greater Albuquerque Region Delivers



"Meta was thrilled to select New Mexico for our data center campus in 2016. We had great partners throughout the site selection process – in State Economic Development, the Village of Los Lunas, and AREA – that worked with us to identify a location with access to good infrastructure, a strong pool of talent for construction and local operations and to develop renewable energy projects to support 100 percent of our operations. We look forward to a continued strong and fruitful partnership in Valencia County for years to come."

- **DAVID WILLIAMS, Community Development Regional Manager**



"SolAero Technologies has designed and manufactured solar power systems for satellites for over 20 years, enabling some of the most challenging missions in history, including over a dozen interplanetary missions and approximately 1,000 satellites in Earth orbit. In our history, we've consistently been able to leverage the region's quality workforce to meet our specialized staffing needs. From a breadth of engineering disciplines to skilled technical and touch labor talent, the robust space and aerospace industry in New Mexico has provided us a strong base upon which to grow. State universities and technical colleges, as well as local resources like New Space New Mexico and the Professional Aerospace Contractors Association, provide a rich networking environment from which to source talent and pursue professional development. And, the relatively low cost of living and outstanding outdoor environment are major factors in attracting and retaining talent."

- **BRAD CLEVENGER, President & CEO**



ARCOSA

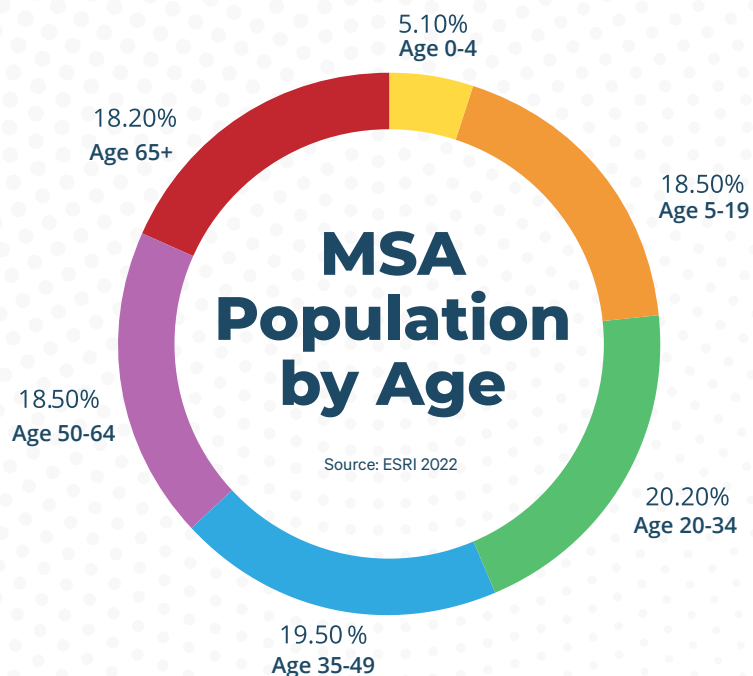
"We look forward to expanding our manufacturing capacity to New Mexico, where market demand for new wind projects is robust. Our new facility will strengthen our position in the wind-tower market and enable Arcosa to benefit from growing wind investment in the Southwest. We are pleased to create new jobs in the State of New Mexico, which has been a supportive partner and a strong proponent of wind-energy development."

- **ANTONIO CARRILLO**
President and CEO of Arcosa Inc.

Who We Are

The Albuquerque MSA is home to more than 922,905 people and encompasses the counties of Bernalillo, Sandoval, Torrance and Valencia. In the broader region, more than 1,047,884 people live within a 60-minute drive of the I-25/I-40 intersection.

922,905
Total MSA Population



0.59%
2022-2027
Albuquerque Projected
Population Growth

vs.

0.25%
2022-2027
National Projected
Population Growth

Source: Esri 2022



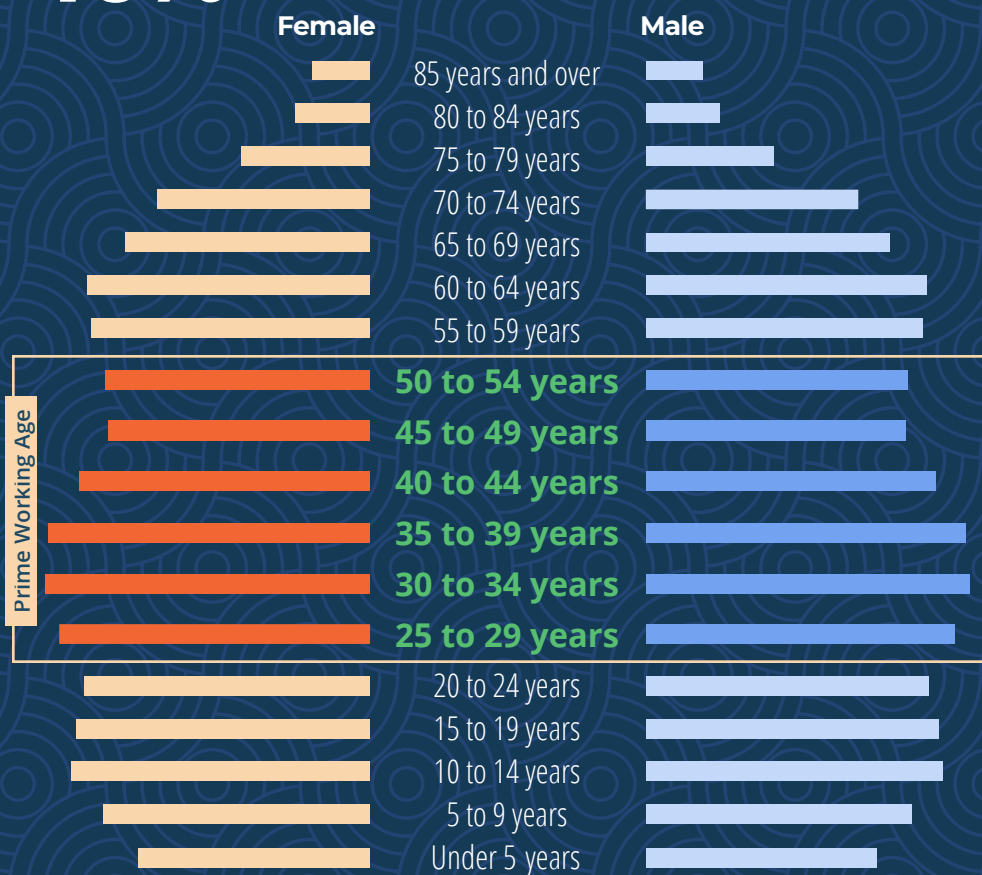
**Professional,
prime working
age females
(ages 25 to 34)**



**Diversity* of
prime working
aged population
(ages 25 to 54)**

**TOP
5**

40% of the population is prime working age



* Diversity of prime aged workforce is measured by the percent of population who are people of color (all race/ethnicities minus non-Hispanic White). Greater Albuquerque rank reflects that amongst 58 metro areas with 500k-1M in population

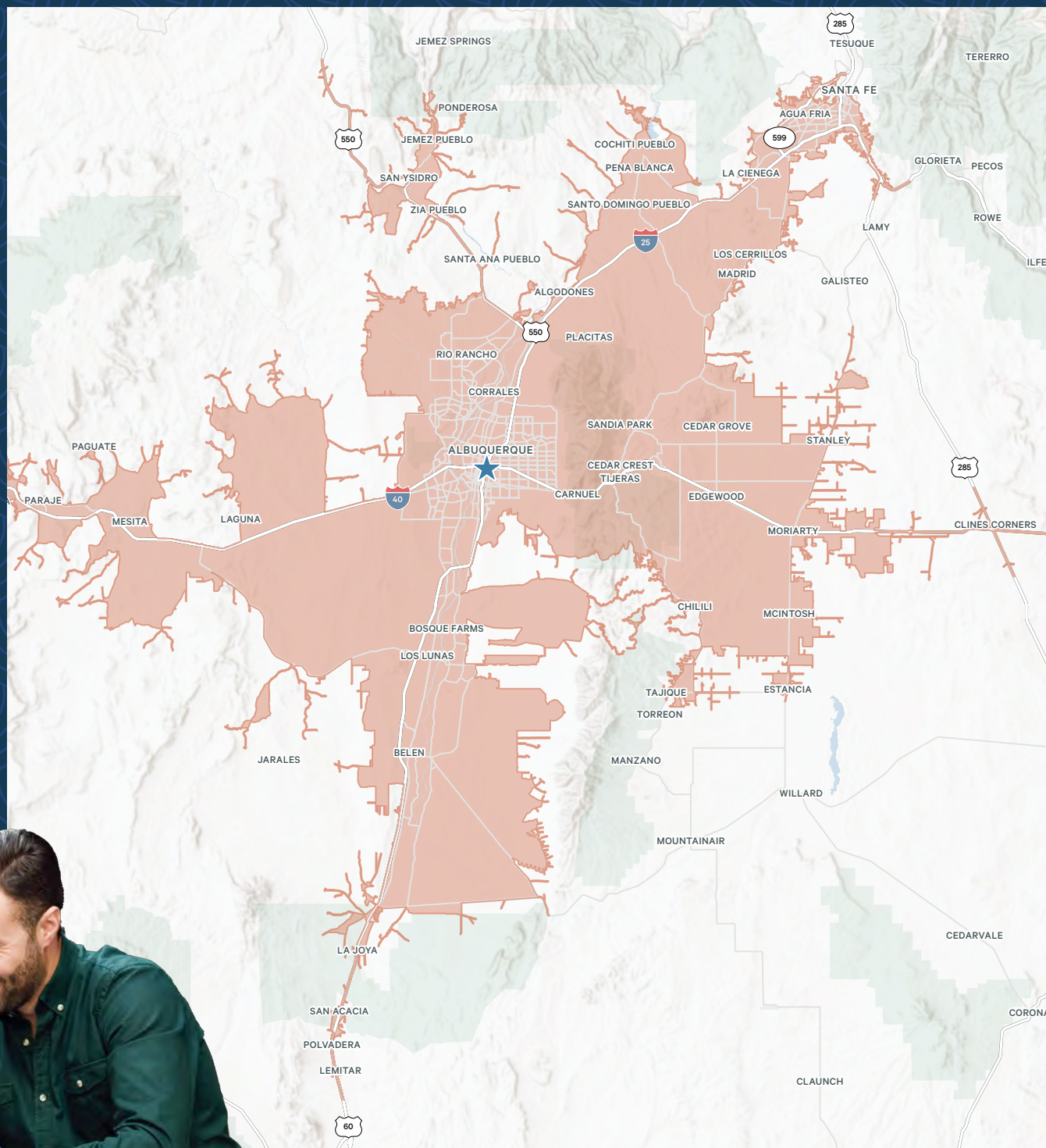
Source: Lightcast 2023

1,047,887 Population

Within a 60-minute
drive-time from
I-25 and I-40

Many workers living in surrounding
communities commute daily to the region
for high-paying jobs, high-quality education
and top-notch amenities.

Source: Esri 2022



Demographic Segments

Below are the major Demographic Segments that make up the Greater Albuquerque Region.



Up and Coming Families (7A)

Young families still establishing their style

Average HH Size: 3.12

Median Age: 31.4

Median HH Income: \$72,000

Education: 67% have some college education

Household: 61% have two or more workers

Employment status: 71% participate in labor force

Median Housing Value: \$194,400

Exurbanites (1E)

Approaching retirement but not slowing down

Average HH Size: 2.5

Median Age: 51

Median HH Income: \$103,400

Education: 81% have some college education

Employment status: Close to retirement, prefer self employment

Participation rate: 60% participate in labor force

Median Housing Value: \$423,400

College Towns (14B)

College students living with roommates

Average HH Size: 2.14

Median Age: 24.5

Median HH Income: \$32,200

Education: Working toward college degrees

Household: College students, non-family households

Employment status: Predominately part-time jobs

Median Housing Value: Three-quarters of households are renter occupied, low-rent apartments

In Style GenXurban (5B)

Professional couples embracing the urban lifestyle

Average HH Size: 2.35

Median Age: 42

Median HH Income: \$73,000

Education: 48% are college graduates, 77% have some college education

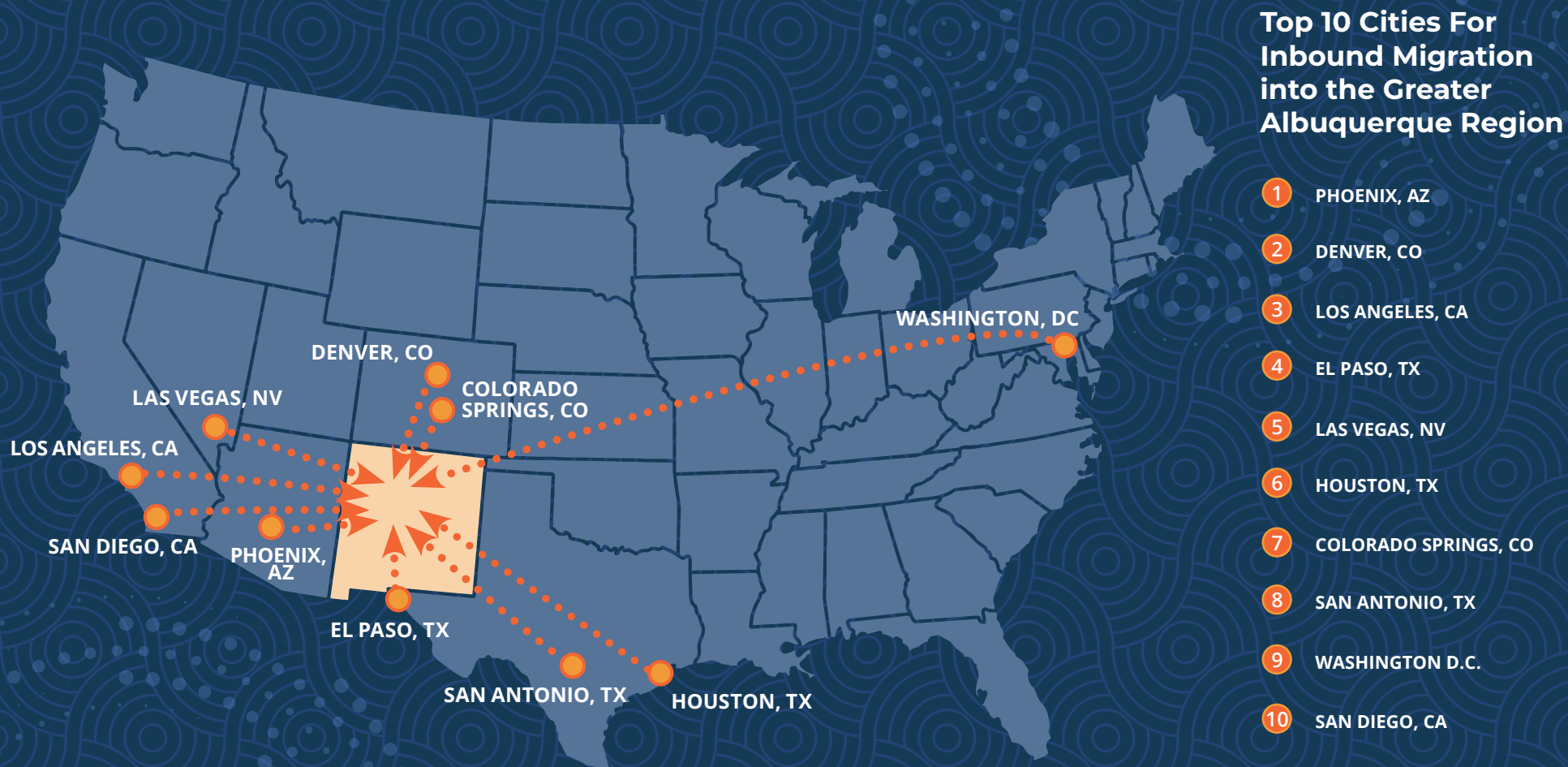
Employment status: Predominately two full-time worker households

Participation rate: 67% participate in labor force

Median Housing Value: \$243,900

Who's Moving Here?

Top talent and leading companies are always looking for the best opportunities, and the Greater Albuquerque Region delivers just that. Workers from around the country are attracted to Albuquerque, citing quality of life, low cost of living, short commute times and excellent employment opportunities as driving factors.

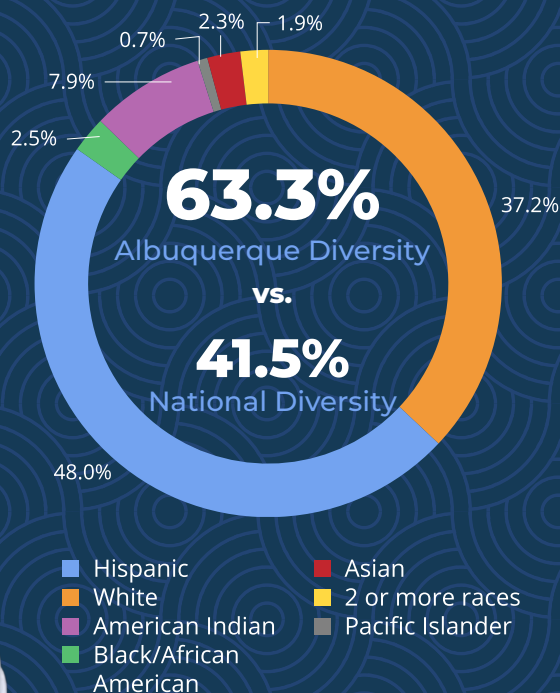


Source: Lightcast 2023

A Diverse Workforce to Lead Innovation

The most successful companies and communities foster diversity and inclusivity at their core. A diverse workforce is more important than ever, leading companies into the new age of innovation and varied perspectives.

Population Diversity



Source: Lightcast 2023

TOP 10

Most Diverse Labor Force

60% of workers in all occupations identify as a person of color

Source: Lightcast 2023

Albuquerque is:

#1

For female Aerospace Engineers and Operation Technicians - 24% of jobs are held by females.

(Metro Areas 500K-1M, SOC 17-3021)

#2

For female Mechanical Engineering Technicians - 25% of jobs held by females.

(Metro Areas 500K-1M, SOC 17-3027)

#2

For female Industrial Production Managers - 23% of jobs are held by females.

(Metro Areas 500K-1M, SOC 11-3051)

TOP 3

For diverse Semiconductor Processing Technician Talent - 65% are considered non-white.

(Metro Areas 500K-1M, SOC 51-9141)

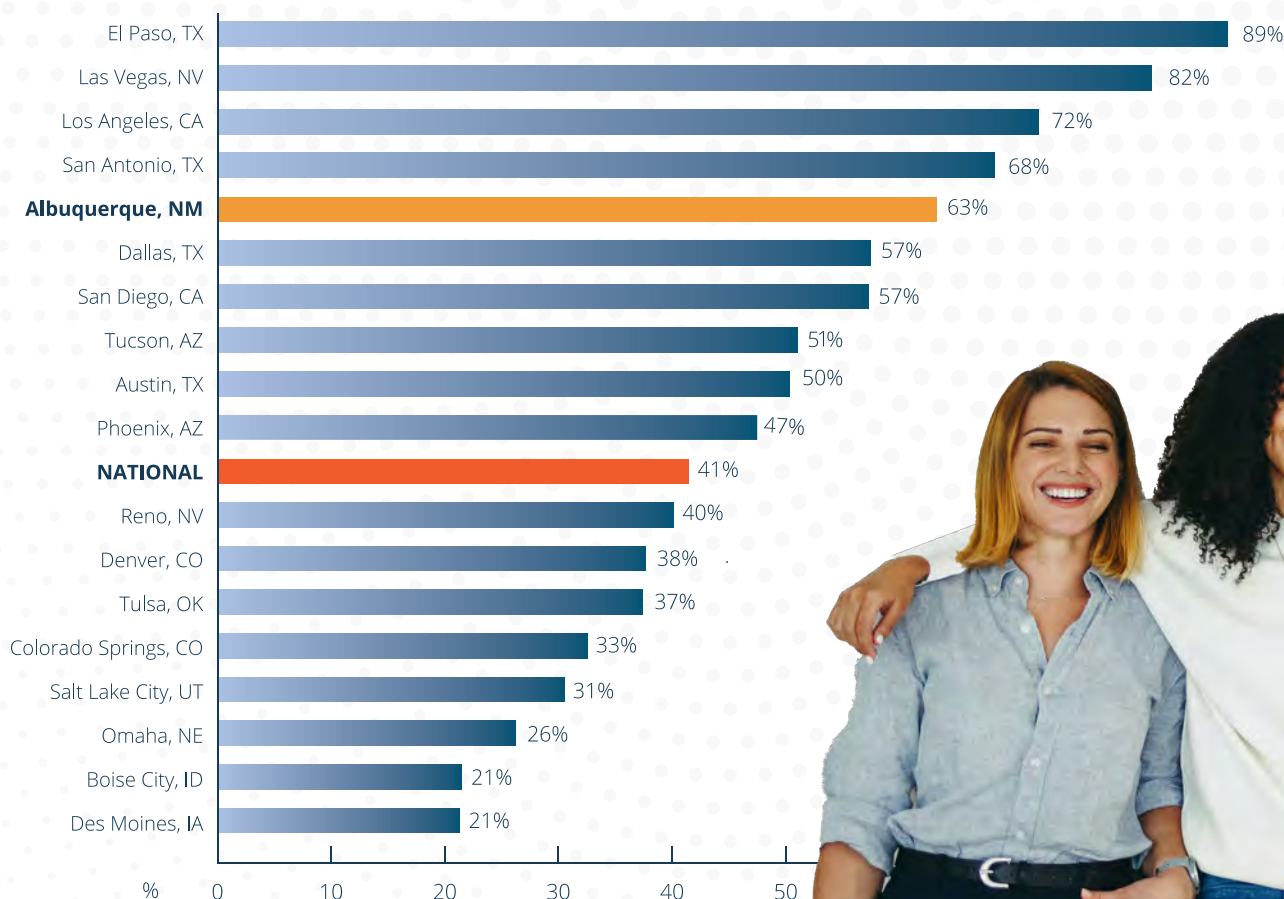
Source: Lightcast 2023

23.8%
of the population is
fluent in English and Spanish

Source: American Community Survey – 2021: ACS 5-Year Estimates

Concentration of Diverse Populations Across the Country

The Greater Albuquerque Region is among the most diverse cities compared to its peers. This creates an inclusive environment where new ideas and skills grow.



Source: Lightcast 2023

19%

“A study conducted by Boston Consulting Group found that companies with more diverse management teams have 19% higher revenues due to innovation.”

Source: World Economic Forum



Businesses Owned by Diverse Populations in the Greater Albuquerque Region

Top 5 Hispanic-Owned Businesses

- ADC LTD NM
- Esparza Digital and Advertising
- Home Instead
- Dreamstyle Remodeling
- SMI Facility Services

Top 5 LGBTQ-Owned Businesses

- Green Sweep
- Beck 'N Call Pet Services
- Crux
- Pfeifer Studio
- Decades LLC & Aging Life LLC & Envision Prive Care LLC

Top 5 Women-Owned Businesses

- Bradbury Stamm Construction Inc.
- ADC LTD NM
- Beck Total Office Interiors
- NAI SunVista Commercial Real Estate
- Pettigrew & Associates PA

Top 5 African-American Owned Businesses

- Nexus Brewery and Restaurant/ Nexus Blue Smokehouse
- Nube Group
- Mr. Powdrell's Barbeque House
- Rude Boy Cookies
- Enchanted Living of NM Senior Assisted Living

Top American-Indian Owned Businesses

- Institute of American Indian Arts
- Montech Inc.
- Southwest Business Development Consultants LLC
- Employers Pro Advantage Inc.
- Keres Group of Companies

Source: Albuquerque Business
First 2022 Book of Lists

TOP 10

New Mexico is among
the top 10 states
nationwide for Black
entrepreneurs.

Source: Merchant Maverick



Educating Our Workforce

Building the Workforce of the Future

New Mexico is home to many top -rated two- and four-year educational institutions, trade schools and continuing education programs, teaching the skills needed in today's market.

Student Population

| Name | # of Students |
|---|---------------|
| University of New Mexico | 28,116 |
| New Mexico State University | 21,996 |
| Central NM Community College | 18,563 |
| Eastern New Mexico University | 7,220 |
| San Juan College | 5,307 |
| Santa Fe Community College | 3,266 |
| Western New Mexico University | 3,013 |
| New Mexico Highlands University | 2,645 |
| Clovis Community College | 2,162 |
| New Mexico Junior College | 1,889 |
| New Mexico Tech | 1,734 |
| Northern New Mexico College | 1,136 |
| Luna Community College | 821 |
| Mesalands Community College | 745 |
| St. John's College | 449 |
| Southwestern Indian Polytechnic Institute | 357 |

Source: National Center for Education Statistics, Fall 2021



Education Quick Stats



99,420 Students

enrolled in 2- and 4-year colleges

Source: National Center for Education Statistics



2nd highest increase in new enrollments

from 2021 to 2022 nationally; thousands more New Mexicans pursuing college and career training.

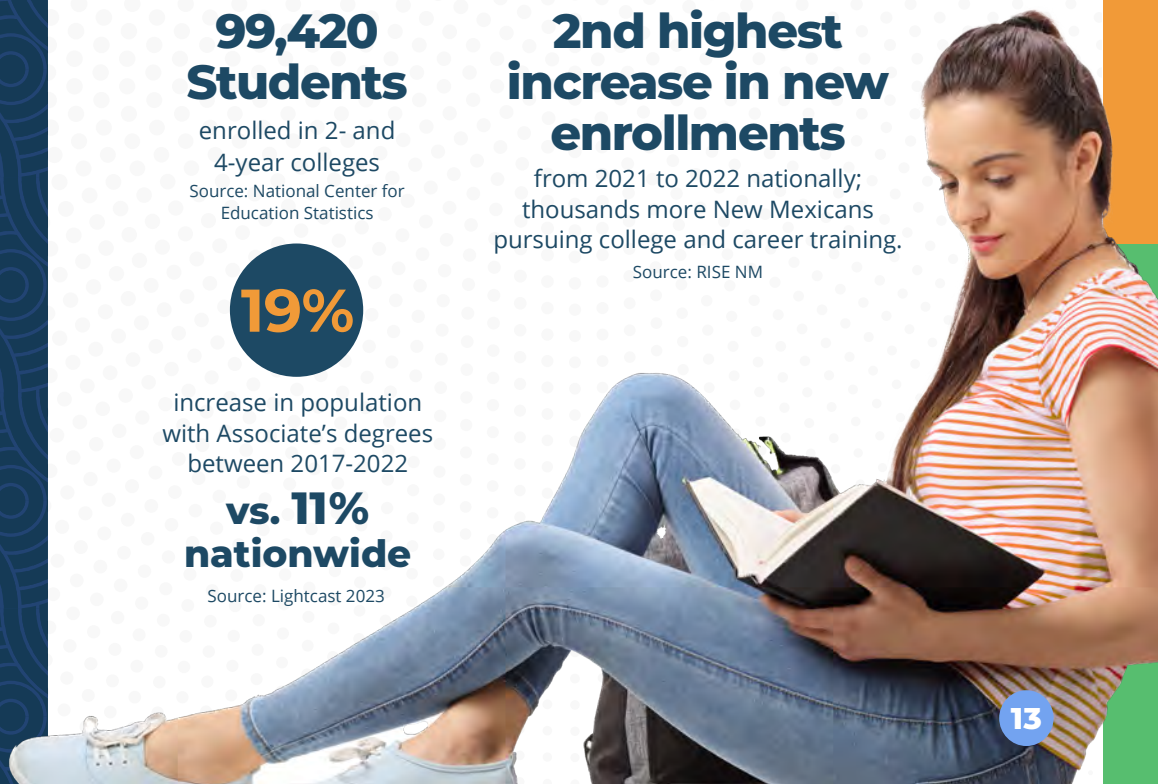
Source: RISE NM



increase in population with Associate's degrees between 2017-2022

vs. 11% nationwide

Source: Lightcast 2023



Graduate Populations



GRADUATE DIVERSITY

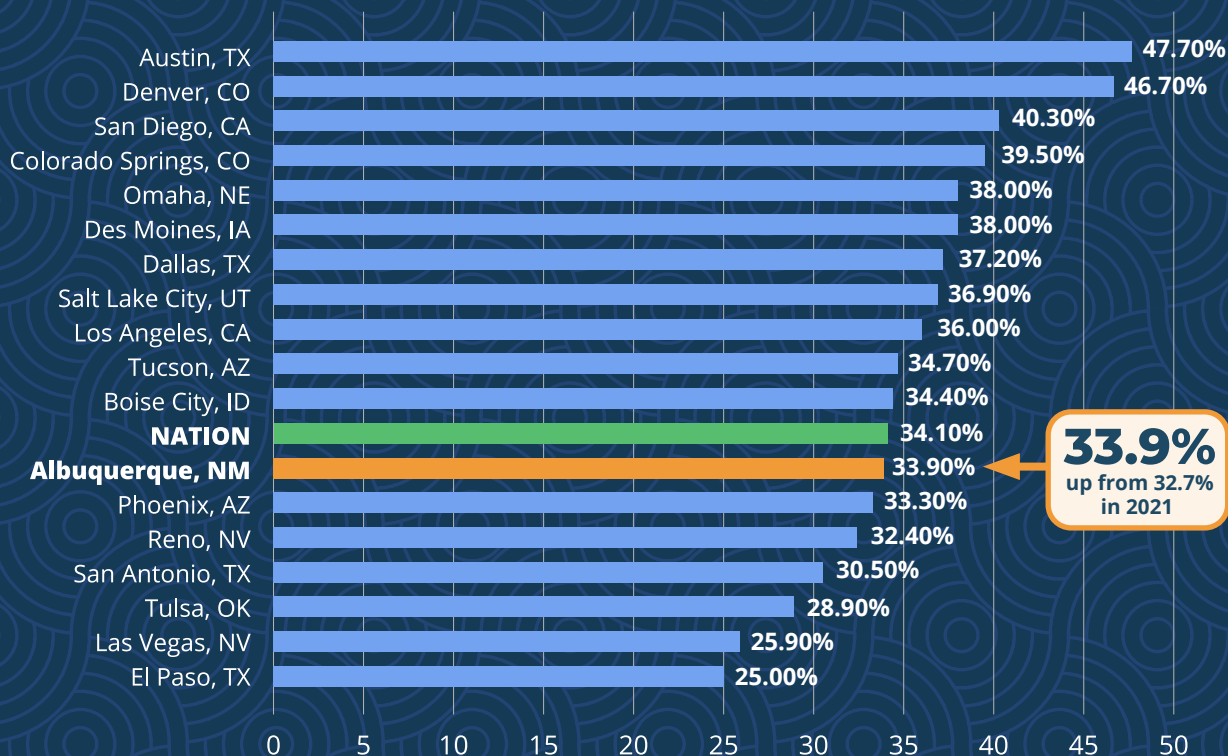
2X

the national average for graduate degrees awarded to Black/African American and American Indian students

Source: Lightcast 2023



METRO PERCENTAGE OF POPULATION WITH BACHELOR'S DEGREE OR HIGHER



Source: Lightcast 2023

STUDENT GRADUATIONS PER YEAR

| # | SCHOOL | |
|----|---------------------------------|-------|
| 1 | Central NM Community College | 9,303 |
| 2 | University of New Mexico | 6,463 |
| 3 | New Mexico State University | 4,923 |
| 4 | Eastern New Mexico University | 1,728 |
| 5 | Clovis Community College | 901 |
| 6 | New Mexico Highlands University | 768 |
| 7 | Western New Mexico University | 750 |
| 8 | Santa Fe Community College | 583 |
| 9 | Mesalands Community College | 355 |
| 10 | New Mexico Junior College | 314 |
| 11 | New Mexico Tech | 314 |
| 12 | Northern New Mexico College | 212 |
| 13 | Luna Community College | 153 |
| 14 | St. John's College | 97 |
| 15 | San Juan College | 79 |
| 16 | SW Indian Polytechnic Institute | 70 |

TOTAL GRADUATES 27,013

Source: Lightcast 2023



UNIVERSITY OF NEW MEXICO

HSI-Ranked as a Top 100 Public School in the Nation

- U.S. Department of Education

RANKED

| | |
|-----|--|
| #89 | Best Education Schools |
| #16 | Best Medical Schools: Primary Care |
| #5 | Most Diverse Medical Schools |
| #8 | Best Graduate Photography Programs |
| #8 | Best Law Graduate Clinical Training Programs |
| #14 | Best Graduate Nuclear Engineering Programs |

- **Recognized as a Community Engaged Institution**
- Carnegie Community Engagement Classification
- **First-Gen Forward Institution**
- Center for First-Generation Student Success, 2022
- **The University of New Mexico ranked in the top 10% nationwide for Total R&D Expenditures from the National Science Foundation**
(81 of 909 institutions ranked)
- **R&D expenditures increased by 38.9% from 2016 to 2021**

Source: UNM, NSF NCES



**CENTRAL NM
COMMUNITY COLLEGE**

#1 largest higher education institution in New Mexico in terms of undergraduate enrollment

- CNM offers 186 associate degree and certificate options in 87 fields of study, ranging from arts and sciences to the trades to healthcare programs.
- CNM offers college-credit and non-credit workforce training courses and programs at nine locations.
- Representatives from local businesses and industries help CNM develop programs to ensure that CNM students acquire the skills needed for success in the workplace. The college has many transfer articulation agreements with four-year institutions around the state, including the University of New Mexico.
- CNM Ingenuity Inc. offers non-credit accelerated approaches to education and job training in key workforce areas, as well as wrap-around support for entrepreneurs and cooperative ventures.

Source: CNM



**EASTERN NEW MEXICO
UNIVERSITY**

New Mexico's largest regional comprehensive university

- Federally designated Hispanic-Serving Institution and member of the Hispanic Association of Colleges and Universities (HACU)
- Students from 54 states/territories and 28 countries
- Student-to-faculty ratio: 17:1
- 96% student satisfaction rate

Source: Eastern New Mexico University



NEW MEXICO STATE UNIVERSITY

- **Ranked as a top-tier university**
U.S. News & World Report Best Colleges for 2022 National Universities
- **Several NMSU online education programs ranked among the top in the nation**
2022 U.S. News & World Report Best Online Education Programs
- **Ranked in the top 10% of military-friendly institutions**
G.I. Jobs Magazine, May 2022
- **First-Gen Forward Institution**
Center for First-Generation Student Success, 2022
- **A top 100 institution for Hispanics**
The Hispanic Outlook on Education Magazine, October 2022 issue

Source: NMSU



NEW MEXICO TECH

RANKED

| | |
|-----|---|
| #1 | Top Public University in New Mexico |
| #1 | Best College in New Mexico |
| #9 | Best Hispanic-Serving University in America |
| #34 | College with the Best Professors |
| #62 | Best Small College in America |
| #72 | Top Public University in America |

- For decades, New Mexico Tech has been ranked among the top universities in the nation in science, technology, engineering and mathematics education.
- New Mexico Tech ranks among the nation's elite universities in academic value and quality of education.

Source: New Mexico Tech

TRADE SCHOOLS



The Pima Medical Institute is a private, for-profit medical-career college that trains students for careers as allied health care professionals.



Carrington College offers hands-on health care career training, associate degrees and certificate programs in a variety of disciplines.



Brookline College is an independent, accredited institution dedicated to preparing students in the fields of business, nursing and healthcare.



The Southwestern Indian Polytechnic Institute offers a variety of programs for Native American students through partnerships with tribes, employers and other organizations.



IntelliTec offers six programs: automotive technician, computer systems technician, computer network system technician, massage therapist, medical assistant, and medical billing and coding specialist.



Tuition-Free College and Career Training

4,000

more New Mexico students enrolled in 2022

The New Mexico Higher Education Department reported that approximately 4,000 more New Mexicans enrolled in a certificate, associate, or bachelor's degree program at the state's public colleges and universities last fall (2022) compared to the prior year. This represents a four percent increase.

Source: RISE NM



New Mexico Opportunity Scholarship

34,000 Students (Fall 2022)

The Opportunity Scholarship offers New Mexico residents free tuition and fees at New Mexico public colleges and universities.



New Mexico Lottery Scholarship

10,000 Students (Fall 2022)

The New Mexico Legislative Lottery Scholarship will pay up to 100% of tuition (up to an undergraduate degree) for students who meet eligibility criteria.

Source: RISE NM

Attracting Top Students to the Land of Enchantment

Western Undergraduate Exchange

Many New Mexico institutions participate in the Western Undergraduate Exchange, a tuition-savings program that helps make out-of-state tuition more affordable.



[Click Here More Information](#)

Talent Acquisition and Workforce Training



Employers and job-seekers alike seek excellent training programs that teach skills, hone abilities and expand labor opportunities. Employers rely on these programs to strengthen their team's existing talent, driving further workplace success. Job-seekers look to gain new expertise and increase their value in the labor market.

WORKFORCE TRAINING PROGRAMS

CNM Ingenuity, Inc.

CNM Ingenuity and the Workforce Training Center provide accelerated educational and training programs, professional development, continuing education and skills development.



UNM serves as a direct facilitator between employers looking for quality employees and students searching for career opportunities. The university invites employers to career fairs, posts job opportunities online and allows employers to use on-campus space for interviews.



CNM works with employers to help them market their company, access a quality labor pool and fill job vacancies. CNM posts job listings, provides employers with access to résumés, assists with on-campus recruiting, hosts career fairs and provides connection with faculty and instructional contacts - all at no cost to employers.

RECRUITMENT SUPPORT

New Mexico Workforce Connection

A Proud Partner of the American Job Center Network

Employers can enter job listings, browse résumés and find qualified workers through the New Mexico Workforce Connection online hiring system and participate in work sharing programs that prorate unemployment insurance benefits to workers whose hours and wages are reduced.

STAFFING AGENCIES



Top Notch K-12 Education

PUBLIC SCHOOLS

For the 2023 school year, there are 200 public schools serving 89,732 students in Albuquerque, NM, plus an additional 73 private schools serving 11,901 private students. 88% of all K-12 students in Albuquerque, NM are educated in public schools. Some of the top ranked public schools in the region are listed below:

| School | National Ranking | Ranking % Nationally |
|---|------------------|----------------------|
| Albuquerque Institute of Math & Science | 53 | 0.30% |
| Cottonwood Classical Prep | 190 | 1% |
| Early College Academy | 590 | 3% |
| La Cueva High School | 1,464 | 8% |
| ABQ School of Excellence | 1,516 | 8% |
| South Valley Academy | 2,204 | 12% |
| East Mountain High School | 2,391 | 13% |
| Public Academy for Performing Arts | 3,271 | 18% |
| College And Career High School | 3,384 | 19% |
| The Ask Academy | 3,477 | 19% |
| Cleveland High School | 4,388 | 24% |
| Rio Rancho Cyber Academy | 4,429 | 25% |
| Rio Rancho High School | 4,581 | 26% |

Source: 2022 US News & World Report

Private Schools

There are many top-ranked private schools for K-12 education throughout the region. Below are a few of the largest private schools:



Albuquerque Academy

1,183 Students
Grades 6-12

[>more info](#)



Menaul School

196 Students
Grades 6-12

[>more info](#)



Sandia Preparatory School

514 Students
Grades 6-12

[>more info](#)



St. Pius X High School

588 Students
Grades 6-12

[>more info](#)



Hope Christian

1,377 Students
Grades PK - 12

[>more info](#)



Bosque School

486 Students
Grades 6-12

[>more info](#)

Source: privateschoolreview.com





STEAM Education & Workforce Development

Explora X Studio has been created to provide equitable access to opportunity from cradle to career by providing a STEAM learning campus for Albuquerque youth. Explora X Studio will:

- Improve educational outcomes
- Drive economic development
- Increase family and community prosperity

The new campus will prepare students for the workforce and STEAM careers, employ under-represented young adults in STEAM-related jobs, accelerate innovation and entrepreneurship, and generate private investment. While still a few years away, a second phase of Explora's "Cradle through Career" campaign is in the works. The center will be a preschool, a day center, a lab and a place where young parents can further their education and accreditations.

Innovative Albuquerque

Middle & High School Programs

- Career Enrichment Center
- College and Career High School
- Early College Academy
- eCADEMY Virtual High School
- Garfield STEM Middle School
- Hayes STEM Middle School
- Nex+Gen Academy
- ACE Leadership High School
- Cien Aguas International School
- Cottonwood Classical Preparatory School
- Digital Arts and Technology Academy (DATA)
- Health Leadership High School
- The International School at Mesa del Sol
- Media Arts Collaborative Charter School
- Siembra Leadership High School
- Tech Leadership High School
- Montessori One Academy



Cost of Living



DES MOINES, IA

86.0



TULSA, OK

89.7



EL PASO, TX

89.8



SAN ANTONIO, TX

92.1



OMAHA, NE

92.5



ALBUQUERQUE, NM

92.9

The Greater Albuquerque Region's cost of living index is 92.9, lower than the national average and the majority of comparable surrounding regions.



NATIONAL AVERAGE

100.0



LAS VEGAS, NV

101.0



AUSTIN, TX

101.1



TUSCON, AZ

103.7



PHOENIX, AZ

104.3



COLORADO SPRINGS, CO

105.0



RENO, NV

105.4



BOISE CITY, ID

107.7



SALT LAKE CITY, UT

108.3



DENVER, CO

110.5



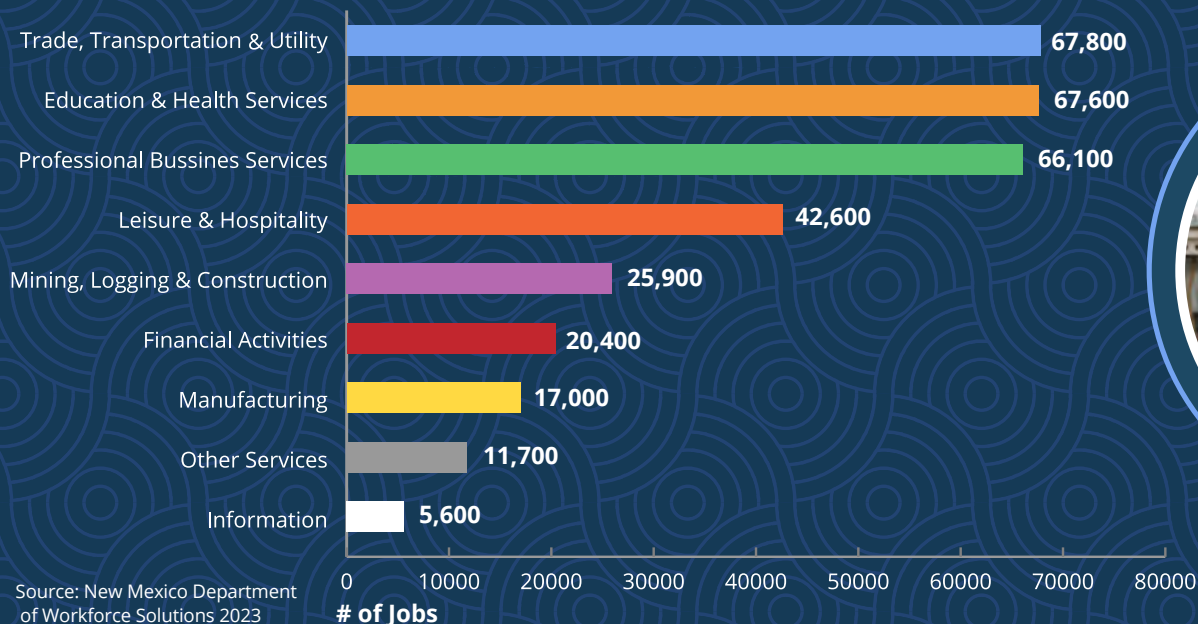
LOS ANGELES, CA

150.6

Source: Council for Community and Economic Research 2022

Private Sector Workforce and Expansion Potential

Based on talent already in the region, strong opportunity for growth exists across a number of private-sector industries. The Greater Albuquerque Region has a strong and stable government presence within the job market. In recent years, the private sector has grown significantly. Professional & Business Services, Education & Health Services and Trade, Transportation and Utility are among the fastest-growing sectors in 2023.



#1*

Highest count of jobs for Scientific R&D.

(Metro Areas 500K-1M, NAICS 5417)

Source: Lightcast 2023

#1*

Highest count of jobs for Semiconductor Processing Technicians.

(Metro Areas 500K-1M, SOC 51-9141)

#1*

Highest count of jobs for Electro-Mechanical and Mechatronics Technicians.

(Metro Areas 500K-1M, SOC 17-3024)

*among comparable markets.

Top Target Industries

Salaries across the greater Albuquerque region rank competitively among target sectors. The aerospace, biosciences and renewable energy sectors offer the highest average earnings in the market.

Average Albuquerque Earnings



Source: New Mexico Department of Workforce Solutions 2023

#3*

3rd-highest job count for Semiconductor and Electrical Equipment Manufacturing

(Metro Areas 500k-1M, NAICS 3344)

TOP 5*

Top 5 job count for Aerospace Engineering Technicians - 4-times more concentrated than the national average

(Metro Areas 500K-1M, SOC 17-3021)

2.5x

2.5 times more concentrated than the national average for Medical and Diagnostic Laboratories

(Measured by LQ, Metro Areas 500k-1M, NAICS 6215)

TOP 5*

Top 5 job count for Information Security Analysts

(Metro Areas 500K-1M, SOC 15-1212)

Source: Lightcast 2023

*among comparable markets.

Major Employers

Top talent is attracted to markets with leading employers that offer growth potential, high-paying jobs and work-life balance. The Greater Albuquerque Region is filled with leading employers from all types of industries.

43

New employers and 7,657 new jobs entered the market in the last six years through the help of AREA.

| | | | |
|---|--|---|--|
|  <p>U.S. AIR FORCE KIRTLAND AIR FORCE BASE</p> <p>33,500 Employees</p> |  <p>Sandia National Laboratories</p> <p>14,400 Employees</p> |  <p>PRESBYTERIAN</p> <p>13,456 Employees</p> |  <p>Fidelity INVESTMENTS</p> <p>900 Employees</p> |
|  <p>NM HOSPITALS</p> <p>14,033 Employees</p> |  <p>amazon</p> <p>3,500 Employees</p> |  <p>NETFLIX</p> <p>1,000 Employees</p> |  <p>FACEBOOK</p> <p>400 Employees</p> |
|  <p>Lovelace Health System</p> <p>3,659 Employees</p> |  <p>CNM Central New Mexico Community College</p> <p>2,200 Employees</p> |  <p>BOEING</p> <p>262 Employees</p> |  <p>BLUEHALO</p> <p>300 Employees</p> |
|  <p>TEMPUR-PEDIC</p> <p>282 Employees</p> |  <p>T-Mobile Call Center</p> <p>1,850 Employees</p> |  <p>intel</p> <p>1,850 Employees</p> |  <p>Safelite AutoGlass</p> <p>1,000 Employees</p> |
|  <p>General Mills</p> <p>360 Employees</p> |  <p>JABIL</p> <p>360 Employees</p> |  <p>curia</p> <p>400 Employees</p> |  <p>SolAero TECHNOLOGIES</p> <p>275 Employees</p> |

Quality of Life



4 Seasons

New Mexico has four distinct seasons, so residents can enjoy all types of outdoor sports and recreation year-round



4,700+

Traditional, sport and top-rope climbing routes, world-class bouldering and two indoor climbing gyms



400

Miles of on-street bicycle facilities and bike lanes
Albuquerque is a Silver-Level Bicycle Friendly Community by the League of American Bicyclists



13,000+

Running trails and 202 running courses



200

Acres of ski-able area with more than 35 runs



2

Nearby rivers for canoeing and rafting



25+

Golf courses with many top-ranking and award-winning public courses



7,000

Cycling Trails



133

Scenic hiking trails with varying elevation changes - total length of 175+ miles

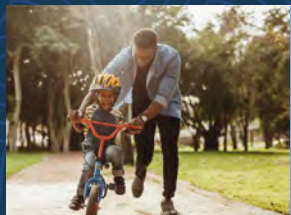


Parks and Outdoor Spaces



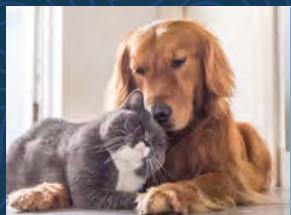
#4

Ranked #4
on the List of
Best Cycling Tours
- USA Today



#34

ABQ Park Systems
ranked 34 out of
100 largest cities
- Park Score Index



#1

Ranked #1 Most
Pet-Friendly
City in U.S.
- TravelAwaits

35.5M

acres of state
and federal
public land

-EDD Outdoor
Recreation Division

#8

for least
challenging
places to live
with allergies

-Washington Post

5

National Forests

15

National Parks

-newmexico.org

34

State Parks

26

Wilderness Areas

Eat & Drink



1,831+
Restaurants



150+
Coffee Shops & Bakeries



153
Bars



100
Craft Breweries

Events & Entertainment



3rd-Largest Art Market in the U.S.

Just 50 minutes from the Albuquerque metro area, Santa Fe attracts two million+ visitors each year with its galleries, authentic New Mexican cuisine and events.



422+

Arts, sports, entertainment and recreation events



8 Casinos

In surrounding metro area



146

Museums and cultural centers



105 Film Productions

In Albuquerque in the last five years

[NETFLIX IN NEW MEXICO](#)

Rooting for the Home Team...



NM United
USL Soccer League



ABQ Isotopes
Minor League Baseball



University of New Mexico



NM Ice Wolves
North American Hockey League



Duke City Gladiators
Indoor Football

Baseball
Football
Basketball



828,800+

Visitors to the annual **Albuquerque International Balloon Fiesta**, with over 648 pilots visiting from across the world

Source: Albuquerque Balloon Fiesta

Affordable Housing

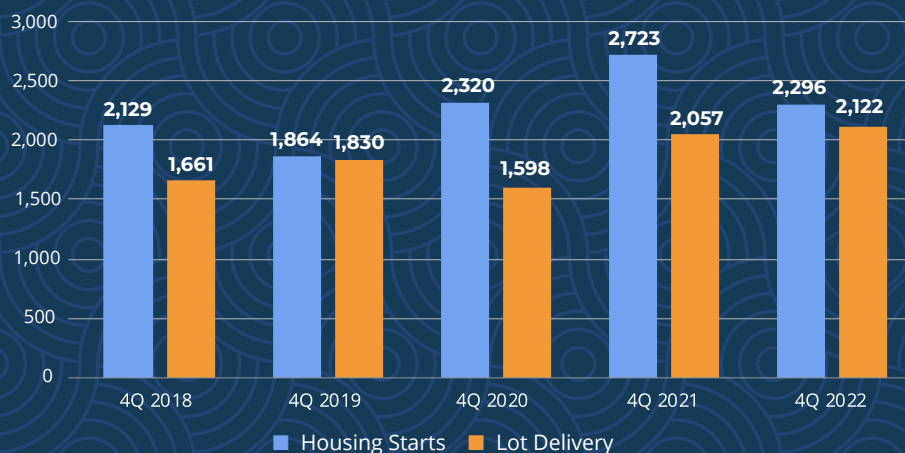
The Greater Albuquerque Region is among the most affordable for homeowners, with **63% of the adult population in the area owning their own home.**



Source: National Association of Realtors, ABQsites.com

Available Housing is Everywhere

Greater Albuquerque Housing Starts & Lot Delivery



Housing Starts by County

SANTA FE COUNTY

347± Annual Housing Starts

250± Annual Closings

VALENCIA COUNTY

420± Annual Housing Starts

327± Annual Closings

SANDOVAL COUNTY

865± Annual Housing Starts

948± Annual Closings

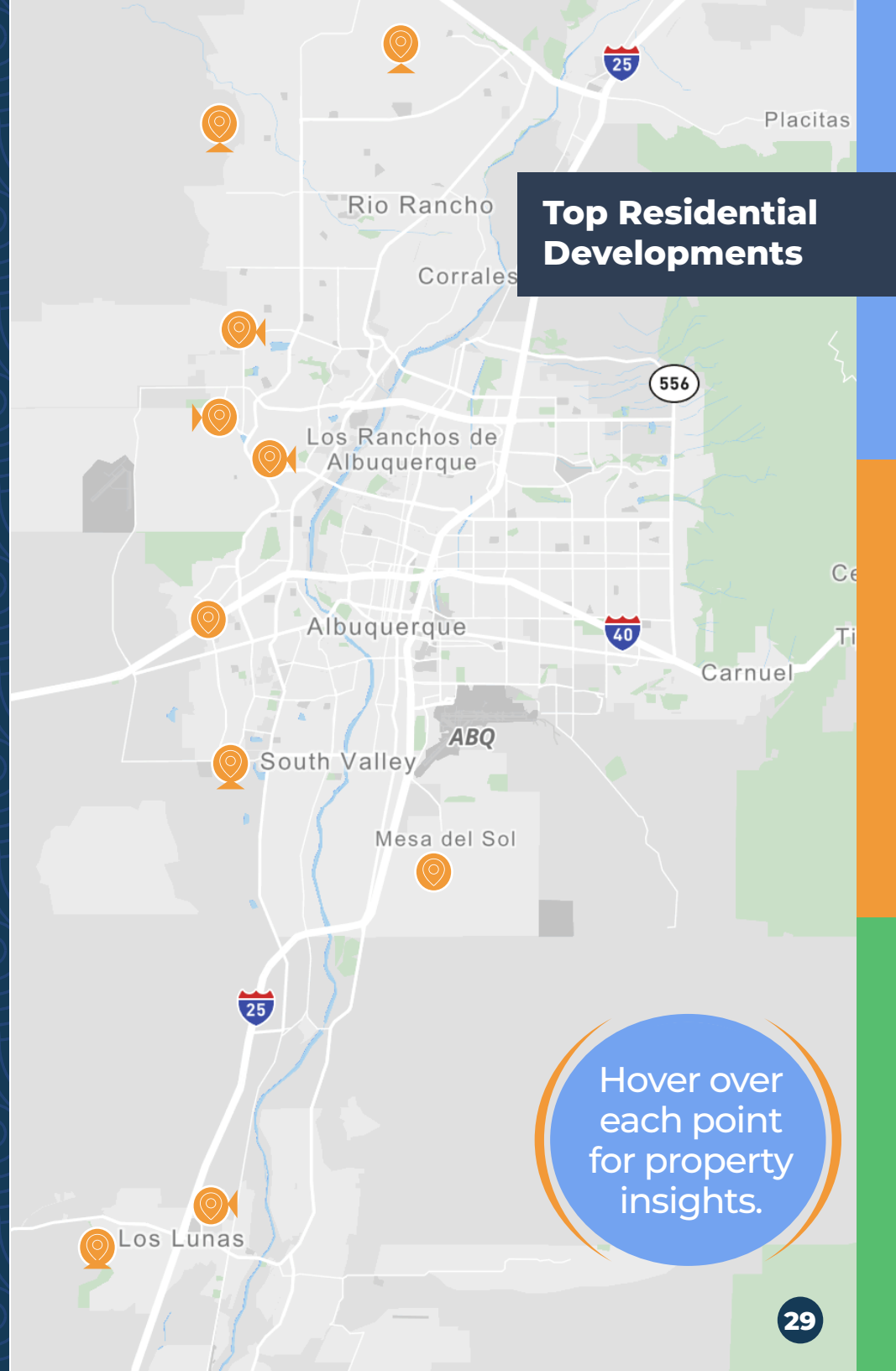
BERNALILLO COUNTY

659± Annual Housing Starts

784± Annual Closings

Source: Zonda Q4 2022 Market Summary Report

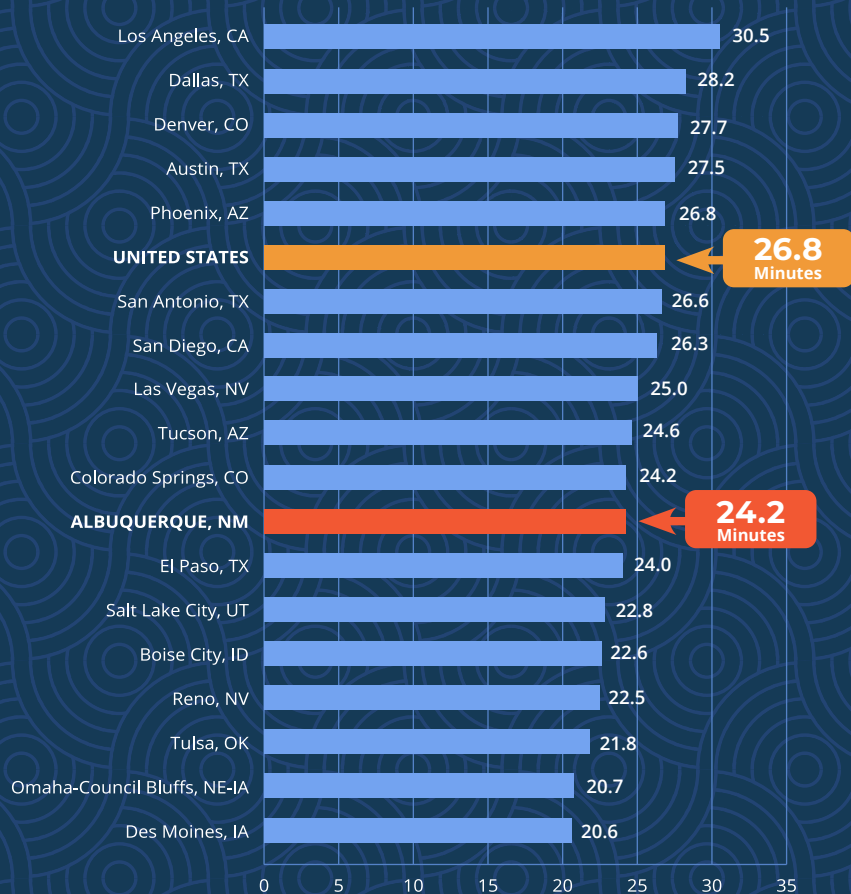
Top Residential Developments



Hover over each point for property insights.

Drive Times

Average Commute Times

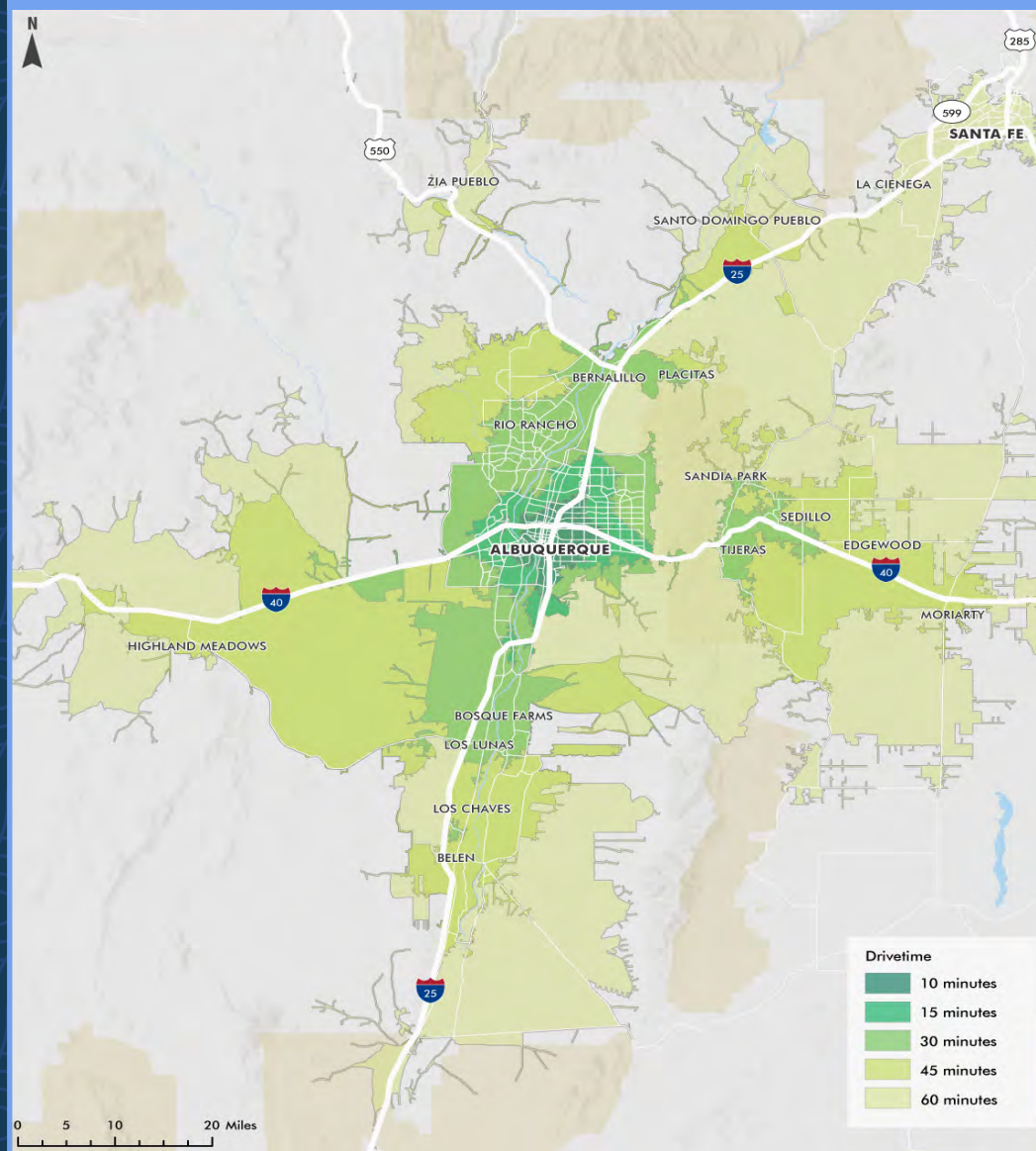


24 min.

Albuquerque commuters enjoy short commute times with an average 24 minute drive.

Source: Lightcast 2023

10.7% Shorter average commute than the national average



A Day in the Life

SINGLE MILLENNIAL

| | |
|------------------------|--|
| WHO | Tiffany |
| AGE | 28 |
| RELATIONSHIP STATUS | In a relationship |
| OCCUPATION | Aerospace Engineer |
| PLACE OF WORK | Sandia Science and Tech Park |
| PLACE OF LIVING | Nob Hill |
| HOUSING TYPE | 3-bedroom townhouse |
| HOUSING VALUES | \$256,000 |
| ANNUAL SALARY | \$131,000 |
| TRANSPORTATION TO WORK | Commuter: 15 minutes |
| AFTER-WORK ACTIVITY | Camping and skiing in the Sandia Mountains |
| ORIGINS: | Moved from San Diego, CA |



YOUNG MARRIED COUPLE

| | | |
|-------------------------|---|--------------------------------------|
| WHO: | Max | Lucia |
| AGE: | 26 | 25 |
| RELATIONSHIP STATUS: | Married | Married |
| OCCUPATION: | Semi-conductor tech | Business Development |
| PLACE OF WORK: | Rio Rancho | Rio Rancho |
| PLACE OF LIVING: | Unser Gateway Rio Rancho | Unser Gateway Rio Rancho |
| HOUSING TYPE: | Single-Family Home | Single-Family Home |
| HOUSING VALUE: | \$375,000 | \$375,000 |
| ANNUAL SALARY: | \$49,000 | \$55,000 |
| TRANSPORTATION TO WORK: | Commuter: 8 minutes | Commutes by bike to work: 11-minutes |
| AFTER-WORK ACTIVITY: | Playing the trumpet in the Albuquerque Concert Band and mountain biking | Gardening & exploring breweries |
| ORIGINS | Born and raised in Albuquerque | Moved from Phoenix, AZ |



YOUNG ENGAGED COUPLE

| | | |
|-------------------------|---|--|
| WHO: | Caroline | Martin |
| AGE: | 28 | 29 |
| RELATIONSHIP STATUS | Engaged | Engaged |
| OCCUPATION: | Registered Nurse at a hospital | Certified Public Accountant |
| PLACE OF WORK: | Snow Heights Neighborhood | Uptown Office Park |
| PLACE OF LIVING: | Uptown area | Uptown area |
| HOUSING TYPE: | Single-Family Home | Single-Family Home |
| HOUSING VALUE: | \$250,000 | \$250,000 |
| ANNUAL SALARY: | \$79,000 | \$64,000 |
| TRANSPORTATION TO WORK: | Commuter: 10 minutes | Commuter: 5 minutes |
| AFTER-WORK ACTIVITY: | Rock climbing at Stone Age climbing gym, visiting art galleries in Nob Hill | Crossfit and volunteering at ABQ Mountain Rescue Council |
| ORIGINS: | Born and raised in Albuquerque | Moved from Las Cruces, NM |



YOUNG FAMILY

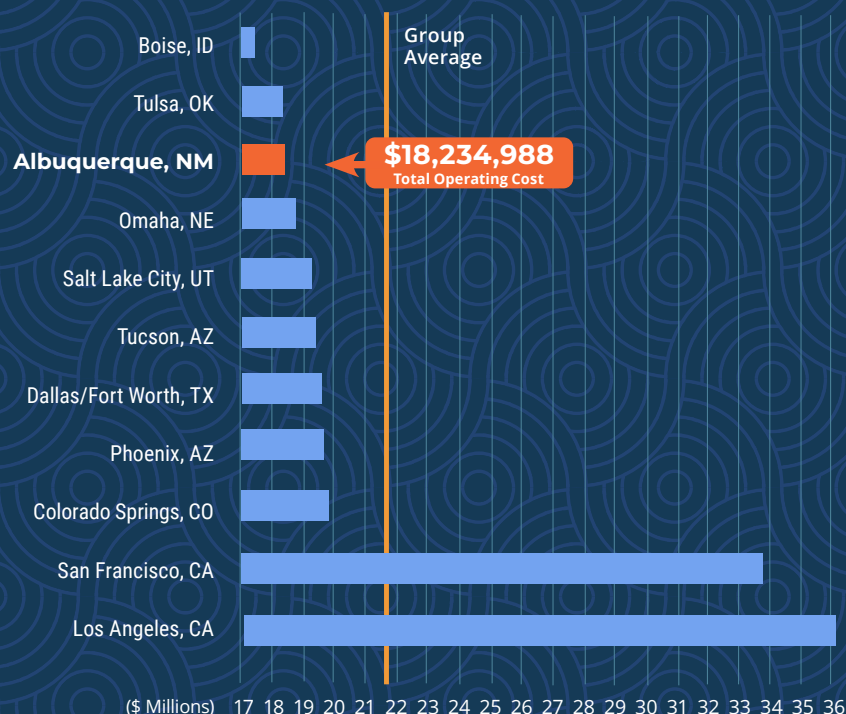
| | | |
|-------------------------|---|--|
| WHO: | Emily | Carlos |
| AGE: | 35 | 35 |
| RELATIONSHIP STATUS: | Married with 2 children | Married with 2 children |
| OCCUPATION: | Associate Professor at UNM | High school teacher at ABQ Public Schools |
| PLACE OF WORK: | University District | Uptown Area |
| PLACE OF LIVING: | NE Heights | NE Heights |
| HOUSING TYPE: | Single-Family Home | Single-Family Home |
| HOUSING VALUE: | \$370,000 | \$370,000 |
| ANNUAL SALARY: | \$100,000 | \$66,000 |
| TRANSPORTATION TO WORK: | Commuter: 15 minutes | Commuter: 8 minutes |
| AFTER-WORK ACTIVITY: | Visiting the Explora Science Center, hiking around the Bosque | Going on adventure trips with the kids around New Mexico |
| ORIGINS | Moved from North Carolina | Born and raised in Albuquerque |



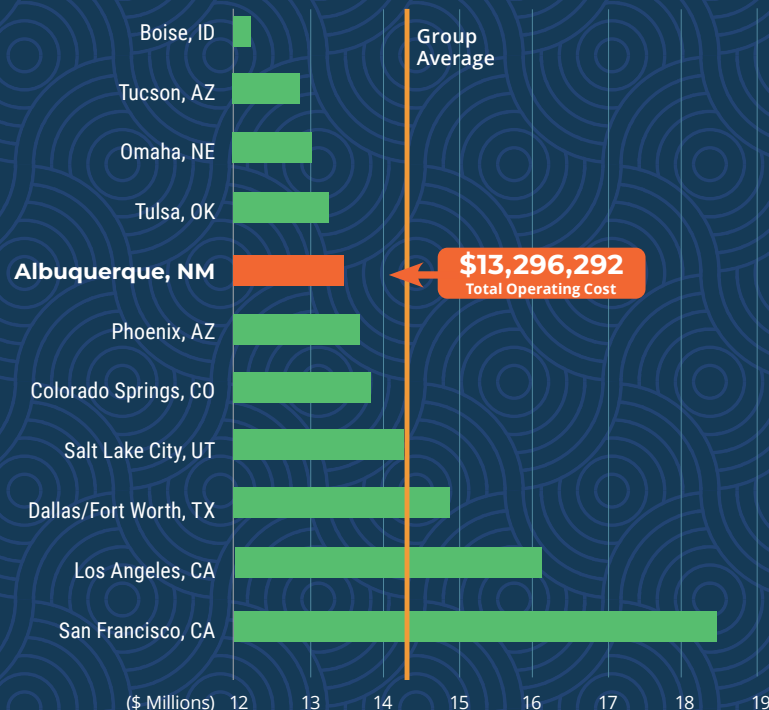
We Have What Leading Companies Need

The Greater Albuquerque Region is below the average compared to peer communities for total operation costs. Below is an illustration of average operating costs for two different types of businesses. With low operation costs, state and local incentives and an excellent workforce, leading companies can reap the benefits of doing business in the Greater Albuquerque Region.

MANUFACTURING COMPANY Total Operation Cost for 200 FTEs



SOFTWARE COMPANY Total Operation Cost for 100 FTEs



Source: MetroComp, 2022

Operation cost criteria

New Construction
Industrial Manufacturing Building - 300,000 SF

\$67M
Machinery and Equipment

\$33M
Construction

200
Total Workforce

Operation cost criteria

Class A Office Building
20,000 SF

\$5M
Equipment

100
Total Workforce

Opportunities For Businesses

CASE STUDY:



State and Local Incentives at Work

BY THE NUMBERS

\$71,000
Average
Salary

\$393M
Investment in
New Mexico

\$12M
LEDA
funding

500
Number
of Jobs

Universal Hydrogen has chosen a 50-acre parcel of property northeast of the passenger terminal at the Albuquerque International Sunport to manufacture and distribute its hydrogen storage modules, assemble airplane retrofit kits, perform aftermarket maintenance services, and manage administrative activities. The location includes access to a runway and the potential future reclamation of a rail spur south of the Sunport. New Mexico will be at the heart of the company's mission to decarbonize hard-to-abate greenhouse gas emissions in aviation, ground transportation, and heavy industry to help the United States meet the Paris Agreement goals. The company also has facilities in California, Washington State, and Toulouse, France.

Universal Hydrogen was founded in early 2020 by world-class aviation leaders with the goal of comprehensively decarbonizing aviation. To accomplish this, the Company is building a complete, end-to-end solution including the development of hydrogen fuel cell-based powertrains to convert regional turboprop aircraft to hydrogen power and the fueling logistics to deliver hydrogen to these new aircraft. The Company's fueling network is based on "modular" fueling tanks, which can be filled at the source of production and delivered to airports via the intermodal freight network, allowing the company to provide hydrogen in a flexible and affordable manner.

Why the Greater Albuquerque Region?



Reduced Corporate Income Tax For All Industries

- 4.8 percent for the first \$500,000
- 6.4 percent for the next \$500,000 (up to total income of \$1 million)
- 7.6 percent for income above the first \$1 million



Single Sales Factor For Manufacturers And HQ

- Dramatically lowers corporate income tax by applying the CIT rate to only the portion of sales that occur in New Mexico.



Zero Gross Receipts Taxes On Manufacturing Consumables

- E.g. electricity, water, fuels, gases, repair parts and spares



Low Property Taxes

- Among the lowest in the nation



Zero Inventory Tax



Sales-Tax Deduction

- on manufacturing equipment (for manufacturers and manufacturing-services providers)

Incentives

Pro-Growth Environment



Industrial Revenue Bond (IRB)

For companies making large capital investments in New Mexico, an IRB could provide significant abatement of real and personal property taxes, as well as exemption of compensating (use) tax and/or gross receipts (sales) tax for equipment purchases. Terms vary by community.



Job Training Incentive Program (JTIP)

Direct cash reimbursement for 50-70 percent of trainees' wages for up to six months of on-the-job training. Additionally, a significant portion of customized training provided by a New Mexico post-secondary public education institution is eligible for reimbursement.



LEDA Fund Grants

The Local Economic Development Act (LEDA) provides for state and local deal-closing funds targeted toward employers that can demonstrate additional funding is needed to close a competitive cost gap. LEDA closing-fund grants can only be used for reimbursement of eligible expenditures tied to land, buildings and infrastructure. Factors considered include the number of full-time, private-sector jobs, net new payroll, employee benefits, capital investment, and expenditures for local goods and services.

Recruitment and Industry-Focused Incentives



Manufacturing

- Gross receipts tax deduction on the sale or lease of qualified manufacturing equipment
- 100 percent gross receipts tax deduction on manufacturing consumables
- Single sales factor tax apportionment for manufacturers
- High wage jobs tax credit
- Technology jobs and research and development tax credit
- Rural jobs tax credit (for communities with 30,000 or less in population 10 or more miles from the city limits of Albuquerque proper)



Renewable Energy

- Alternative energy product manufacturers tax credit
- Biomass-related equipment and materials deduction
- Biodiesel facility tax credit
- Property tax exemption for solar systems
- New solar market development tax credit
- Solar gross receipts tax deduction
- Gross receipts tax deduction for wind and solar systems



Aerospace/Defense

- Aircraft manufacturing and maintenance services tax deduction
- Directed-energy systems and satellites gross receipts tax deduction
- Space gross receipts tax deduction
- Commercial or military aircraft tax deduction
- Military acquisition program tax deduction



Albuquerque Airport

The Albuquerque International Sunport, New Mexico's largest commercial airport, welcomes more than five million passengers each year. Served by nine carriers, the Sunport offers non-stop service between Albuquerque and more than 24 destinations, all with worldwide connectivity.

4.3M
Passengers

415
Average # of Arriving/
Departing Commercial Flights
Per Day

123M
Tons of Cargo

Source: Albuquerque International Sunport, 2022

SERVICED BY 9 AIRLINES

| | |
|---|---|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |



Source: ABQ International Sunport, 2023



BNSF Railway

BNSF Railway is a vital connection between consumers and the global marketplace, helping sustain the nation's economy. The railway connects Albuquerque to the Los Angeles and Houston ports. These ports process essential products and materials hauled to and from communities across America.

32,500
Routed Miles

28
States

26
Intermodal
Facilities

40+
Ports

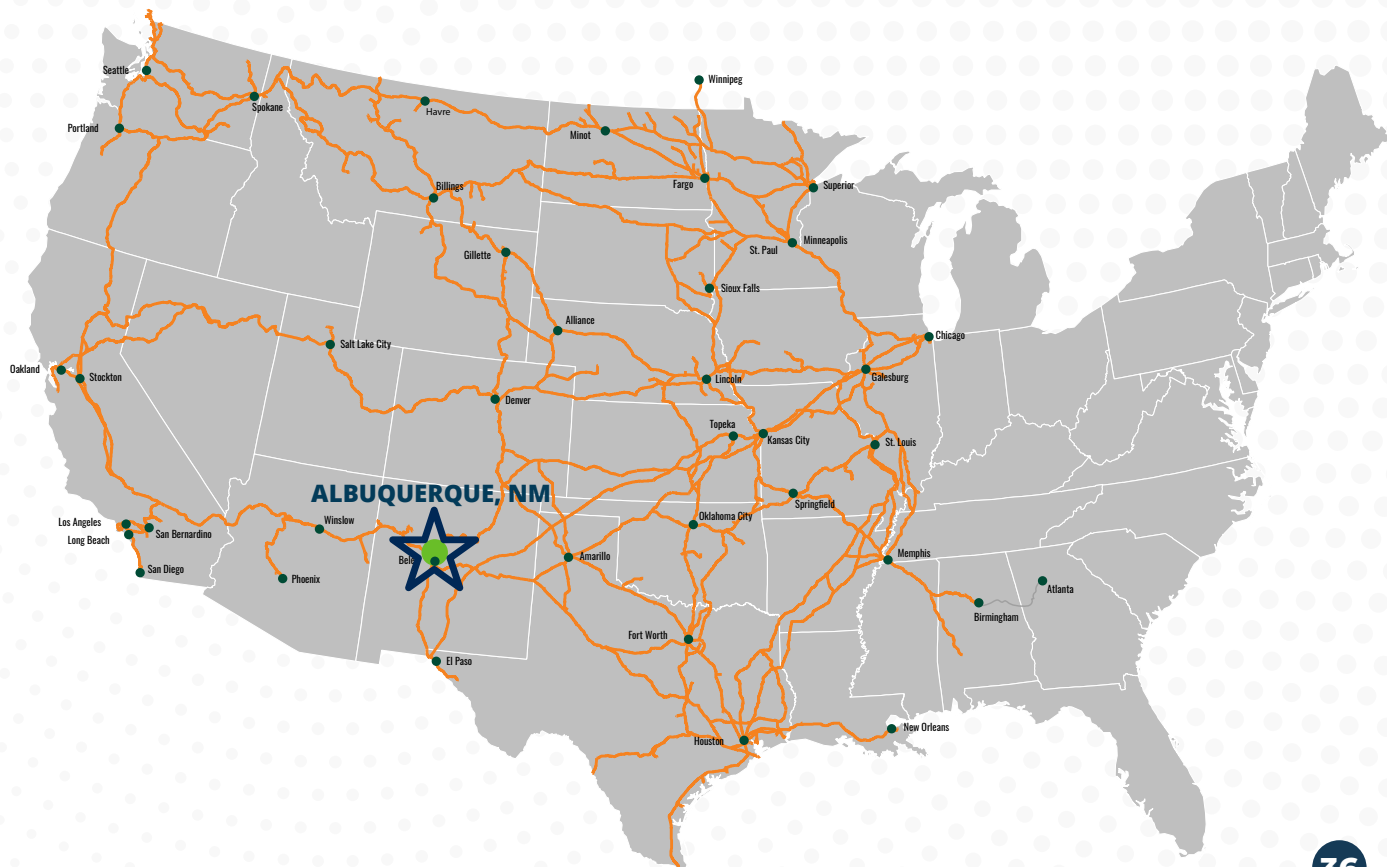
- 7,500 Locomotives
- 35,000 Employees

Source: BNSF



New Mexico Transloading is a premier first-class transload/transporter facility located in the Albuquerque area and has made it possible for many companies to expand their business or operate their project successfully. As an active Foreign Trade Zone, importers can take advantage of improved cash flow by reducing redundant or unnecessary costs and obtain some flexibility.

Source: NM Transloading



[Click Here to View
Rail Served Sites in Albuquerque](#)

Trucking

Two major highways (I-25 and I-40) bisect the city, providing national access for business and industry. Several motor freight companies operate in the greater Albuquerque region.

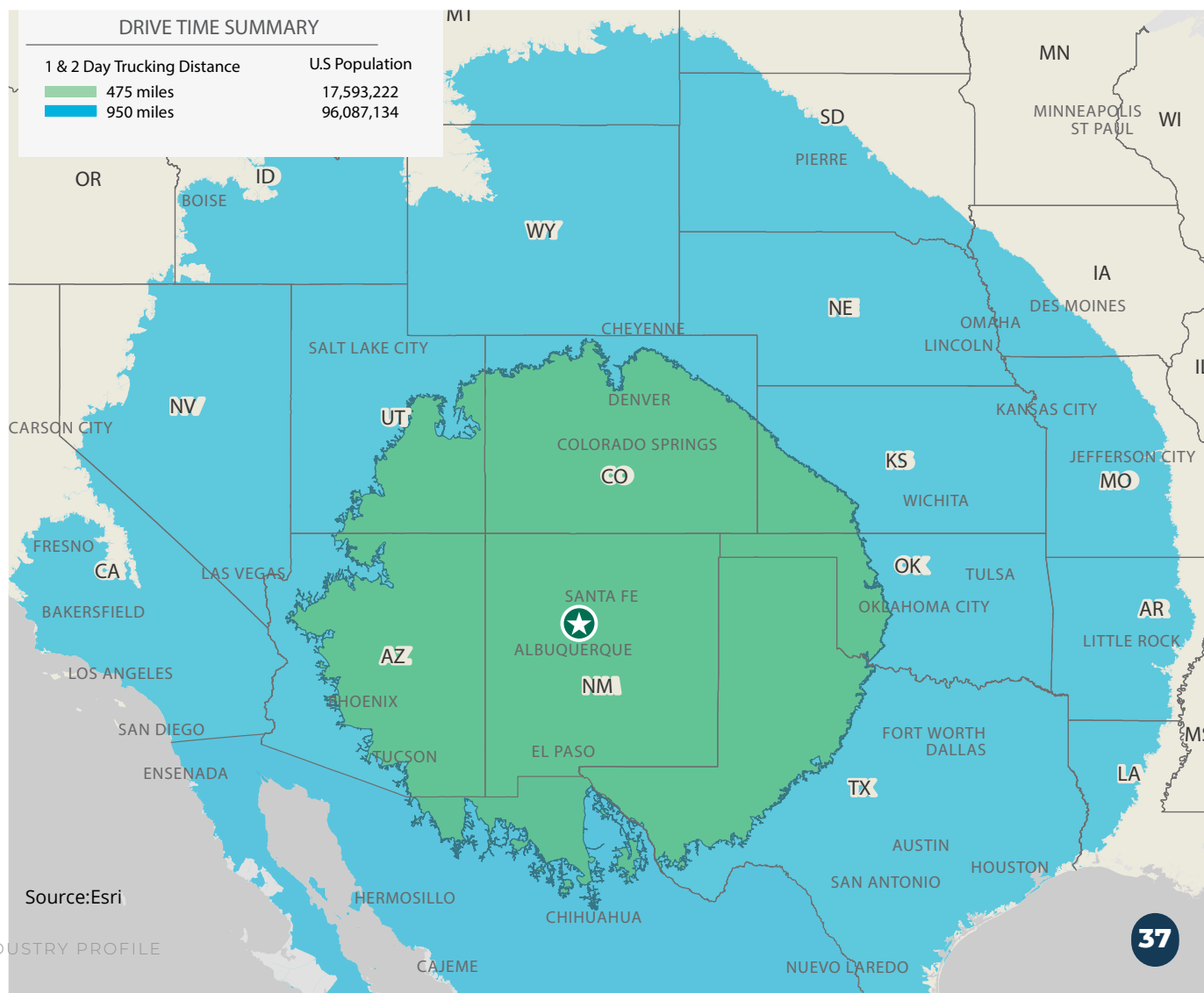


One-Day Truck Service From Albuquerque

| CITY | MILES | TIME (EST) |
|----------------------|-------|-------------|
| El Paso, TX | 266 | 3 hr 50 min |
| Amarillo, TX | 288 | 4 hr 16 min |
| Colorado Springs, CO | 378 | 5 hr 29 min |
| Phoenix, AZ | 419 | 6 hr 31 min |
| Denver, CO | 448 | 6 hr 33 min |
| Tucson, AZ | 449 | 6 hr 36 min |

Two-Day Truck Service From Albuquerque

| CITY | MILES | TIME (EST) |
|--------------------|-------|--------------|
| Las Vegas, NV | 576 | 8 hr 34 min |
| Dallas, TX | 649 | 9 hr 46 min |
| Salt Lake City, UT | 667 | 9 hr 55 min |
| Los Angeles, CA | 787 | 11 hr 53 min |
| San Diego, CA | 772 | 12 hr 9 min |
| Little Rock, AR | 882 | 13 hr 9 min |
| Houston, TX | 841 | 13 hr 12 min |



Average Asking Lease Rates

Click icons to view Office and Industrial asking lease rates

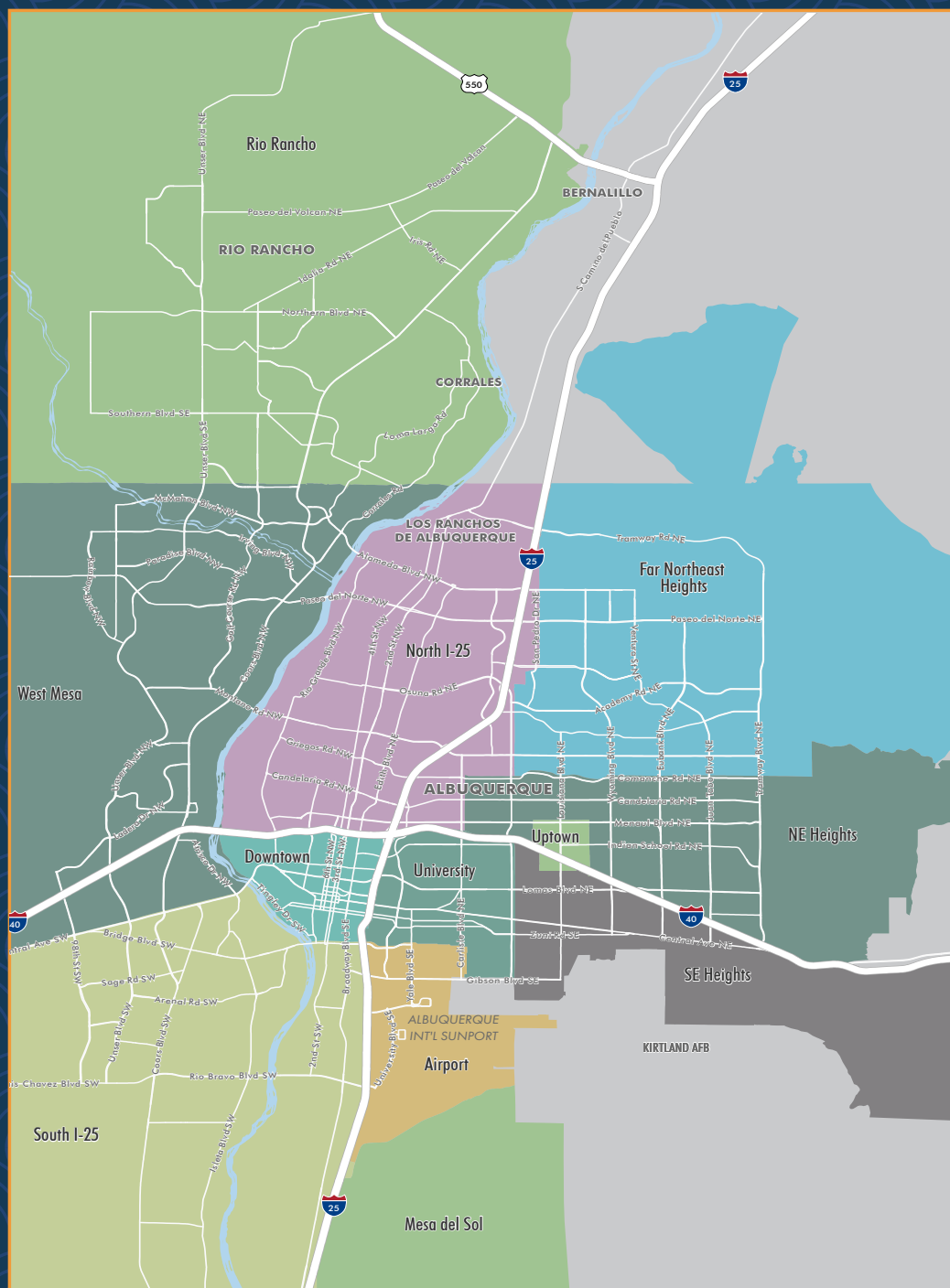


Source: CBRE, Q1 2023 *H2 2022

●●●● We Have What Leading Companies Need

Major Submarkets

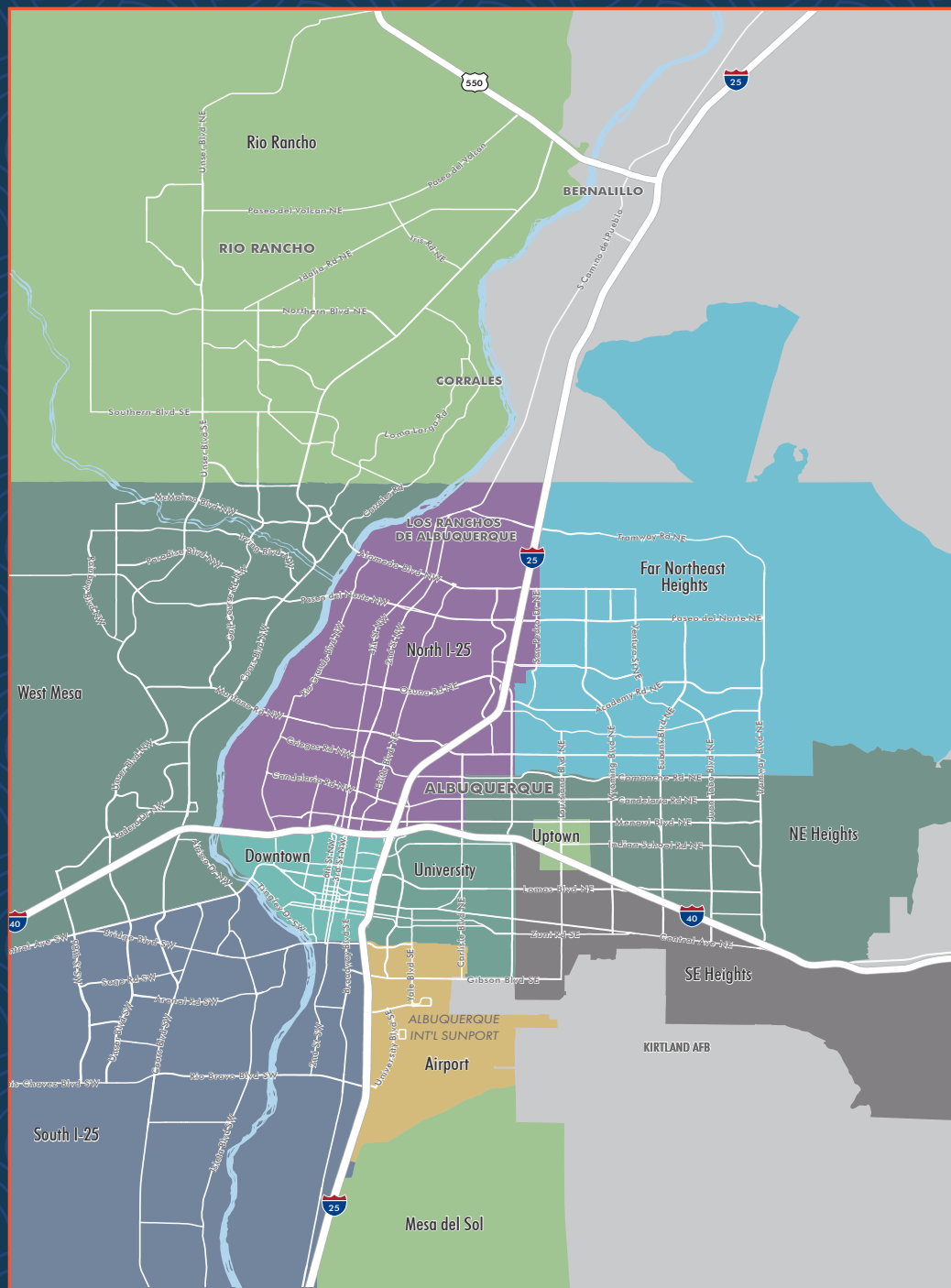
OFFICE SUBMARKETS



●●●● We Have What Leading Companies Need

Major Submarkets

INDUSTRIAL SUBMARKETS



Companies Are Raving



"Amazon is proud to be invested in New Mexico. To date, we have create over 3,500 full- and part-time jobs and have invested over \$200+ million in infrastructure and compensation across the Albuquerque area. Communities and economic development organizations in New Mexico made it easy and efficient to locate new operations and hire local talent at our facilities. We are proud to be an employer in New Mexico."

SAM BAILEY
ECONOMIC DEVELOPMENT
POLICY MANAGER



"The State of New Mexico, Sandoval County and both cities of Albuquerque and Rio Rancho have always been supportive of Intel and worked to create a more positive business environment in New Mexico. We have operated in New Mexico for 42 years and appreciate both the community support and the long-term partnerships we've had with many local contractors and suppliers."

ERIKA EDGERLY
DIRECTOR OF PUBLIC AFFAIRS



"We began exploring the region as a potential new headquarters for our business in late 2019 and Albuquerque provided key information that made the decision easy, insightful economic data on the region, comparisons to other markets, and key referrals to numerous business, government, energy, and financial service professionals which assisted our market evaluation and decision-making process. Another important opportunity is the state's Job Training Incentive Program (JTIP)."

LEWIS BYRD
PRESIDENT



"In addition to physicians and medical professionals, increasingly, we compete for information technology and data and analytics professionals. Professionals find Albuquerque an attractive and easy place to live. The quality of life is strong in New Mexico, and it sells itself to many professionals who want to work in a complex, high-energy environment, but still have the work-life balance when the day is over."

"In terms of creating new jobs or building a pipeline, we have enjoyed working closely with Central New Mexico Community College (CNM) and we appreciate how flexible they have been in building coursework and programming for high-demand skills in our organization, from nursing certifications to medical coders."

TODD SANDMAN
VICE PRESIDENT
STRATEGY AND CUSTOMER
ENGAGEMENT



Companies Are Raving



"I call Albuquerque a gem that people haven't found yet. The most special thing that I think Albuquerque has offered to me is that it is a great city for business startups. I have been fortunate enough to have the experience of building one of the most exciting tech companies in Albuquerque from the ground up. I have always been able to easily find employee talent that other people have overlooked. There are a lot of hardworking individuals that are very driven to help a company succeed. Now, with Addmi, I am pleased to have chosen Albuquerque in which to do it all over again!"

ANDY LIM
FOUNDER & CEO



"AFRL (Air Force Research Laboratory) in New Mexico is home to the Air Force's Space Science and Technology laboratory, with nearly a thousand federal employees and several thousand contractors dedicated to innovations in space missions and spacecraft. AFRL also works to connect the state's students to authentic technology experiences in industry, national laboratories, and at our research university. These efforts are expected to develop the New Mexico workforce, particularly in areas of coding and computer science."

MATT FETROW
DIRECTOR OF TECH ENGAGEMENT



"What makes Albuquerque so fantastic for LQ is the talent and culture match that is already here. We were searching for a place that shares our values and who supports our growth ambitions in terms of both resources and assistance. We found all of this in Albuquerque."

KATY KEIM
CEO



"New Mexico Pinon Coffee has been successfully operating in Albuquerque for over 20 years. Over the past five years, we have seen a consistent growth rate of almost 15 percent annually, which is a testament to the business climate that we have here. We have been able to utilize the Job Training Incentive Program to reimburse a sizable portion of the wages paid during training for newly hired and recently promoted employees within our company. "With such a diverse mix of companies and people with great experience and education levels located here, we have a tremendous talent pool that we know we can draw from. Any potential business would be making a sound investment in their future by locating themselves in Albuquerque."

MATTHEW BREGAR
PRESIDENT



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Thank You.

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2023



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