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## FOR IMMEDIATE RELEASE

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July 28, 2025

## **State of New Mexico now certified as Age-Friendly Employer**

SANTA FE – The State of New Mexico is now a Certified Age-Friendly Employer through the Age-Friendly Institute, becoming the first government in the Southwest region to receive this national designation.

The Age-Friendly Employer certification demonstrates that New Mexico has implemented inclusive hiring practices, professional development opportunities for workers at all career stages, and workplace policies that actively combat age discrimination. The designation also highlights the state's commitment to fostering a multigenerational workforce where experience is valued alongside innovation.

"Older adults are essential to the fabric of our state, and that includes public service," said **Emily Kaltenbach**, Cabinet Secretary for the Aging and Long-Term Services Department. "Creating an age-friendly workforce is part of building an age-friendly New Mexico where older adults are seen, supported and given the opportunity to thrive in their communities."

The Age-Friendly Institute evaluates employers based on their recruitment practices, workplace culture, opportunities for advancement, and demonstrated commitment to eliminating age bias. New Mexico joins a distinguished group of public sector employers that have earned this designation, including the states of Massachusetts, Maine and California.

"This certification formalizes our commitment to equitable opportunities for experienced workers and ensures our state workforce remains innovative, inclusive, and intergenerational," said **Dylan Lange**, Director for State Personnel Office. "We are proud to lead the Southwest in valuing experienced workers' contributions, which is the right thing to do."

New Mexico's certification is valid for three years and requires ongoing assessment to maintain the designation. The State Personnel Office led the successful application process and will continue to champion efforts that support employees across all demographics and career stages.

The state plans to use this achievement as a foundation for further initiatives that build an even more inclusive and age-friendly workplace.

For more information about the Certified Age-Friendly Employer program, visit [agefriendly.com](http://agefriendly.com).

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*The New Mexico Aging and Long-Term Services Department (ALTSD) was established in 2004 to provide advocacy, support, and resources for seniors and adults with disabilities. The department oversees the state's Area Agencies on Aging to elevate the quality of care at senior centers, offers advocacy through the Long-Term Care Ombudsman volunteer program, and provides intervention through the agency's national award-winning Adult Protective Services. Additionally, ALTSD houses the state's Aging and Disability Resource Center, which offers options counseling, education, and connection to resources. For more information about ALTSD, visit [aging.nm.gov](http://aging.nm.gov) or follow us on [Facebook](#), [X](#), and [Instagram](#) @NewMexicoAging.*

*The State Personnel Office (SPO) is responsible for the administration and oversight of the classified service personnel system, which consists of approximately 18,000 state employees from approximately 68 executive state agencies, boards and commissions. SPO is a trusted and collaborative partner that propels agencies forward by helping them innovate, attract, and develop talent by providing resources, support, and strategic planning. No matter what agency a state employee works for, SPO is committed to meeting the needs of every employee throughout their employment lifecycle. Find out more at [www.spo.state.nm.us](http://www.spo.state.nm.us)*