

Workforce Information Grant

PY 2013

Montana Progress Report

Submitted by the Research and Analysis Bureau, Montana Department of Labor and Industry

i. Workforce Information Database (WIDb)

Monthly and quarterly data is updated regularly and on schedule. We also populate tables for the Consumer Price Index and training providers/programs from the State Workforce Investment Board's (SWIB) eligible training provider list as well as all 2-year, 4-year, and proprietary schools in the state. Occupational licensing data is updated annually and submitted to the National Crosswalk Service Center. Version 2.5 of the WIDb has been populated.

ii. Industry and occupational projections

Montana produced statewide long-term projections for 2012 – 2022 and statewide short-term projections for 2013 – 2015. The data was submitted to the Projections Managing Partnership (PMP) on March 27, 2014. The data is available by going to <http://lmi.mt.gov/media/9315/projections.pdf> for the 10 year long term projections and <http://lmi.mt.gov/media/9317/empproj.pdf> for 2 year short term projections and analysis.

iii. Annual economic analysis and other reports

- Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2013. The report is scheduled in conjunction with the Labor Day holiday and is called the Labor Day Report. Each year a general overview of the state's economy is covered including unemployment, employment growth, wages, and income. The report showed information at the state and county level as well as information specific to Montana's Indian reservations. The report is posted on our website: <http://lmi.mt.gov> and was downloaded 3,561 times throughout the grant period. Direct link: <http://lmi.mt.gov/media/9329/ldr14.pdf>
- Montana Main Street Project – In support of Governor Bullock's Montana Main Street Initiative, Bureau economists presented at nine locations around the state, providing economic and workforce information backgrounds for the information- and idea- gathering sessions. Additionally, Bureau staff provided consultation on surveys and additional studies related to the initiative.
- Gender Pay Equity Task Force – Bureau staff provided information, consultation, and presentations in support of Governor Bullock's Gender Pay Equity Task Force operations.
- Our support of and participation in these and similar efforts have increased awareness of our staff's expertise, in turn increasing requests for special studies and economic analysis. Bureau

staff also made many presentations throughout the year, speaking to approximately 1,514 people about the economy, workforce issues, and career development. Additionally, staff answered numerous information requests from a wide variety of customers across, and outside of, the state.

- During the grant period, the Bureau also continued its partnerships with the Montana University System and the Flathead Valley Community College to examine the link between education and workforce success in Montana.
- The Bureau published comparative information about Montana's minimum wage using the Estimates Delivery System (EDS) among other tools and sources. By statute, Montana's minimum wage is adjusted every January 1st. Updated information about Montana's minimum wage is always in demand when that adjustment occurs.
- **Montana Economy At A Glance**
This is a monthly publication providing the latest economic data such as unemployment rate, employment, and wages, including monthly articles outlining research on various topics. During this grant period we continued to produce podcasts of each Montana Economy at a Glance and feature article. Due to the results of a customer survey we discontinued the podcasts and e-book versions of the Economy At A Glance. Each Economy At A Glance can be found at: <http://www.lmi.mt.gov/publications.aspx#!art>

During the grant period the following articles were included:

Understanding Wage Growth in Montana

<http://lmi.mt.gov/media/9549/art-0614.pdf>

The Growth of Associate's Degrees in Montana

<http://lmi.mt.gov/media/9257/art-0514.pdf>

Predicting Future Employment: Montana Job Projections and the Science of Better Planning

<http://lmi.mt.gov/media/9255/art-0414.pdf>

Montana's Diverse Economies: A Regional Labor Market Analysis

<http://lmi.mt.gov/media/9253/art-0314.pdf>

Types of Unemployment and their Impacts on the Montana Economy

<http://lmi.mt.gov/media/9548/art-0214.pdf>

Occupational Licensing Data and Workforce Analysis

<http://lmi.mt.gov/media/9249/art-1213.pdf>

What's in Your Occupational Family Tree?

<http://lmi.mt.gov/media/9247/art-1113.pdf>

The Fluctuating Labor Force Participation Rate in the U.S. and Montana

<http://lmi.mt.gov/media/9245/art-1013.pdf>

Labor Day Report 2013 in Brief

<http://lmi.mt.gov/media/9534/art-0814.pdf>

From the Big Sky to the World: A Look at Montana's Exports

<http://lmi.mt.gov/media/9241/art-0713.pdf>

What Happens to Workers in Montana's Low-Wage Industries?

<http://lmi.mt.gov/media/9239/art-0613.pdf>

iv. Customer consultations

During the program year, staff met with various customers at conferences, workshops, presentations, and other venues. Preview copies of career materials were sent to select teachers for review and feedback. Feedback was collected and incorporated into the final products.

Staff routinely interact with Governor's office staff, Department leadership, legislators, and other decision makers and continuously review data requests for trends and feedback on products and presentations.

Web statistics are reviewed several times a year to gauge usage of individual products as well as search terms, browsing history etc. These statistics along with our database of customer contacts are used to improve and enhance existing products and as ideas for writing articles for the Economy At A Glance newsletter.

Specific examples of staff/customer interactions include:

- **Statewide Workforce Investment Board:**
The Bureau provided data and economic analysis to members of the SWIB Executive Committee and staff throughout the year. This included economic data, "talking points" papers, and PowerPoint presentations on the general economy, healthcare occupations, and career pathways. Staff worked closely with the SWIB to help determine LMI needs and to disseminate information. Staff provided analysis and guidance for SWIB strategic planning and work plan development.
- **Governor's Office of Economic Development:**
Multiple and varied consultations throughout the grant period, providing economic analysis and workforce and career information to help guide administration policies and strategies.
- **American Indian Reservation Economic Fliers:**
The Research and Analysis Bureau worked with the State Tribal Economic Development Commission, the Montana Department of Commerce, and the Governor's Office of Indian Affairs to refine and update our informative publications detailing economic and demographic information for Montana's seven American Indian Reservations, as well as the Little Shell Tribe.
- **Montana College Access Network (MCAN):**
Our Career Information Resource section is a Steering Committee member of the Montana College Access Network (MCAN). MCAN is unified network that promotes access to educational opportunities after high school for Montana students. Network members include K-12 agencies and organizations, Dept. of Labor & Industry, higher education institutions, agency, and organizations, non-profit organizations, student loan organizations/agencies, and private individuals.
- **Job Service Labor Market Information Certification:**
Since 2008 the Bureau has provided training, testing, and certification for Job Service staff in two levels of labor market information and transferable skills. The original format is delivered via podcasts and downloadable transcripts and worksheets, tests were done using Zoomerang survey software. All of the lessons were redone in PY2011 with the tests embedded at the end

of each lesson. This has made the entire certification process less time consuming for R&A to administer and easier for the Job Service staff to complete.

- Strategic Prevention Enhancement Consortium:
During the program year, the Bureau worked with the Addictive and Mental Disorders Division, Montana Department of Health and Human Services, Strategic Prevention Enhancement Consortium in providing research on current and optimal workforce levels (county level), identify healthcare workforce and youth worker shortage areas, and workforce supply and demand levels.
- Montana Healthcare Workforce Advisory Committee (MHWAC):
The Bureau continued to sit on and advise the MHWAC as they worked toward implementation of a Montana Affordable Care Act State Health Care Workforce Development Planning Grant with participating members of 11 different agencies/groups. The Bureau is charged with analysis of state labor market information, current and projected workforce needs related to health care.
- LMInformer Consortium:
Montana is the lead state of the LMInformer Consortium (formerly the Workforce Informer Consortium). During the program year the Consortium commenced design work and met at least monthly via teleconference. Initial members are the states of Arkansas, Michigan, Montana, and Nevada. Illinois and Iowa joined in PY2013.
- Presentations:
During the program year, presentations were made to 2,755 people on labor market and career information at 100 different events.

v. Activities undertaken to meet customer needs

Occupational Information:

Montana used hard copy publications and fliers, the Internet, and other media deemed appropriate to provide O*Net SOC-based occupational products to customers on a variety of pertinent occupation-related information.

Career Information and Products:

We also produce a career information delivery system (CIDS) known as the Montana Career Information System (MCIS). This information was available via Internet to all Montanans at no cost during the program year primarily through a College Access Challenge Grant (CACG). It is used by all of our customers for career development, career choice or change, financial needs and skills assessments. This tool gives customers the means to access occupational information, wages, job outlook/projections and employment trends to make better informed choices. Agencies are required to register their sites and during the program year there were 617 sites using MCIS. Along with the public access, the total number of logins was 154,050.

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American Indian Reservation Economic Fliers:

The Research and Analysis Bureau worked with the State Tribal Economic Development Commission, the Montana Department of Commerce, and the Governor’s Office of Indian Affairs to refine and produce informative publications detailing economic and demographic information for Montana’s seven American Indian Reservations, as well as the Little Shell Tribe.

Strategic Prevention Enhancement Consortium:

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Montana Healthcare Workforce Advisory Committee (MHWAC):

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LMIInformer Consortium:

Montana is the lead state of the LMIInformer Consortium (formerly the Workforce Informer Consortium). During the program year the Consortium commenced design work and met at least monthly via teleconference. Initial members are the states of Arkansas, Michigan, Montana, and Nevada. Illinois and Iowa joined in PY2013.

Presentations:

During the program year, presentations were made to 2,655 people on labor market and career information at 97 different events.

A significant portion of our information is delivered through our website: www.lmi.mt.gov. There were 324,046 visits to during the grant period. Products posted on the website (and provided in print version) include the following:

Publication	Views online	Printed	url
Montana Career Guide	1,795	5,807	http://lmi.mt.gov/media/9259/career-guide.pdf
Career Heroes	5,543	2,742	http://lmi.mt.gov/media/9265/career-heroes.pdf
Career Peeks	709	1,751	http://lmi.mt.gov/media/9269/career-peekes.pdf
Alphabet Pages	764	1,031	http://lmi.mt.gov/media/9267/alphabet-pages.pdf
Experience Wanted: Job Hunting Guide for	928	217	http://lmi.mt.gov/media/9273/experience-wanted.pdf

Senior Citizens			
Inside Edition: Job Hunting Guides for Ex-Felons	2,723	680	http://lmi.mt.gov/media/9275/inside-edition.pdf
Interview Tip Sheet	977	516	http://lmi.mt.gov/media/9279/interview-tipsheet.pdf
Jacob and Emily Skip School: A Career Clusters Story	2,534	1,231	http://lmi.mt.gov/media/9281/jacob-and-emily.pdf
MCIS Junior Materials	3,367	1,972	http://lmi.mt.gov/media/9289/mcis_jr.pdf
Mock Job Interview Activity	23,996	149	http://lmi.mt.gov/media/9277/interview-act.pdf
PEP Talk Packets	1,478	1,456	http://lmi.mt.gov/media/9531/pt-blue.pdf
Pocket Resume	774	2,290	http://lmi.mt.gov/media/9303/pocket-resume.pdf
What 2 Pack	1,163	1,798	http://lmi.mt.gov/media/9305/what-to-pack.pdf
Who Needs Math?	4,302	612	No longer available
Who Needs Science?	856	544	No longer available
Willing and Able: Job Hunting Guide for Persons with Disabilities	810	226	http://lmi.mt.gov/media/9307/willing-and-able.pdf
Occupational Wage Rates	1,763	3	http://lmi.mt.gov/media/9545/oes-wage.pdf
Occupational Illnesses and Injuries	3,202	0	http://lmi.mt.gov/media/9319/oshs_12.pdf
Census of Fatal Occupational Injuries	2,312	0	http://lmi.mt.gov/media/9557/cfoi_13.pdf
Reservation Fliers	9,653	24	http://lmi.mt.gov/publications.aspx#!flie
County Fliers	11,918	0	http://lmi.mt.gov/publications.aspx#!flie
Labor Day Report	3,561	0	http://lmi.mt.gov/media/9329/lldr14.pdf
Montana Economy At A Glance	12,055	1,963	http://lmi.mt.gov/publications.aspx#!art
Mass Layoff Statistics	114		No longer available
Economy At A Glance Articles	15,587	NA	http://lmi.mt.gov/publications.aspx#!art
Job Projections	3,697	226	http://lmi.mt.gov/media/9315/projections.pdf
WIRED Report	525	0	http://lmi.mt.gov/media/9342/wired.pdf
Employment and Economic Impacts of Transmission Line Construction in Montana Report	748	0	http://lmi.mt.gov/media/9331/transimpact.pdf
Facts About Private and Government Employment and	901	0	http://lmi.mt.gov/media/9323/state_pay_report.pdf

Wages Report			
Restoration Economy Report	911	0	http://lmi.mt.gov/media/9321/restoration.pdf
Green Jobs Report	2,003	0	http://lmi.mt.gov/media/9327/green-jobs-final.pdf
Power Point Presentations	661	NA	No longer available
Montana Career Resources Newsletter	2,458	0	http://lmi.mt.gov/career-resources/teacher-resources.aspx#!mcrn
MCIS Materials	8,337	967	http://lmi.mt.gov/career-resources/teacher-resources.aspx#!high-school
Minimum Wage Facts	1,848	0	http://lmi.mt.gov/media/9361/min-wage.pdf

*We print a majority of publications by request to minimize waste. Each year continues to see an increase in the number of our publications being downloaded from our website.

vi. New tools and resources

Montana used PY 2013 WIG funding to continue work on development of the new LMInformer web delivery system, referenced in item (v.) above. Rollout is projected for September, 2014.

vii. Efforts to create and support partnerships and collaborations

In addition to the partnerships and collaborations highlighted in sections (iv.) and (v.), partnerships and collaborations occurred between the Bureau and several other organizations. The Bureau collaborated with the Office of the Commissioner of Higher Education (OCHE) and the Office of Public Instruction on integrating the Big Sky Pathways with the Montana Career Information System and its course planner. The partnership with OCHE is funded from a portion of the College Access Challenge Grant administered at the state level by OCHE.

During the program year, the Bureau was heavily involved in two primary initiatives from Governor Bullock. Both the Main Street Program and the Equal Pay Task Force required presentations to and interaction with a wide variety of customers, stakeholders and partners. Although no direct funding was attached to the participation, the involvement directly resulted in a heightened level of visibility for the Bureau.

In PY2012, four former Workforce Informer states commenced work on design of the Workforce Informer successor, named LMInformer. The states of Arkansas, Michigan, Montana, and Nevada formed the consortium in PY 2011, with Montana as the lead state. The states leveraged their funding to fund design work by the state of Montana. Montana used Workforce Information Grant funding to support this effort. Design work started in PY2012. Projected rollout of the website is early in calendar year 2014. During PY2013 two additional states, Illinois and Iowa joined the LMInformer Consortium.

viii. Activities to leverage LMI-WI funding

In addition to the partnership and collaboration activities highlighted in sections (iv.), (v.), and (vii.), Montana used WIG funding to consult with, participate in, and/or support various other activities made possible by leveraging of funding:

- Workforce Information Council activities
- NASWA Labor Market Information Committee activities
- Estimates Delivery System
- Projections Managing Partnership
- Career Information System consortium

ix. Recommendations to ETA for changes and improvements to WIGS requirements

Montana recommends that ETA continue to involve the states in make adjustments to the deliverables by using the Workforce Information Council (WIC), the NASWA LMI Committee, or other appropriate entities to propose and discuss potential changes.