

Workforce Information Grant

PY 2012

Montana Progress Report

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

PROGRAM DELIVERABLES

- **Populate the Workforce Information Database (WID) with state and local data.**

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.

- **Produce and disseminate industry and occupational employment projections.**

Montana produced sub-state long-term projections for 2010 – 2020 and statewide short-term projections for 2012 – 2014. The data was submitted to the Projections Managing Partnership (PMP) on June 26, 2013. The data is available by going to <http://www.ourfactsyourfuture.org/cgi/dataanalysis/?PAGEID=94> and selecting either the 10 year long term or 2 year short term links.

- **Conduct and publish relevant economic analyses, special workforce information, and/or economic studies of benefit to the Governor and state and local Workforce Information Boards.**

- Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2012. 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: www.ourfactsyourfuture.org and was downloaded 4,713 times throughout the grant period. Direct link: http://www.ourfactsyourfuture.org/admin/uploadedPublications/4913_LDR-12.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. We also continued to produce e-book versions of each feature article. The e-book versions are available in epub and mobi. All versions of each Economy At A Glance can be found at: <http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174>

During the grant period the following articles were included:

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

http://www.ourfactsyourfuture.org/admin/uploadedPublications/5254_art-0613.pdf

Casting a Bigger Net: How Travel and Recreation in Montana Benefit Individuals, the Economy, and the Landscape

http://www.ourfactsyourfuture.org/admin/uploadedPublications/5225_art-0513.pdf

Input-Output Models and Economic Impact Analysis: What They Can and Cannot Tell Us

http://www.ourfactsyourfuture.org/admin/uploadedPublications/5192_art-0413.pdf

Fact or Myth: Checking What You Know About Business Size in Montana

http://www.ourfactsyourfuture.org/admin/uploadedPublications/5164_art-0313.pdf

Montana's Nonprofit Sector: A Second Look

http://www.ourfactsyourfuture.org/admin/uploadedPublications/5132_art-0213.pdf

Healthcare Labor Shortages and Potential Solutions

http://www.ourfactsyourfuture.org/admin/uploadedPublications/5104_art-0113.pdf

Montana Leads Multi-State IT Project

http://www.ourfactsyourfuture.org/admin/uploadedPublications/5066_art-1212.pdf

How Montana Creates Good Paying Jobs

http://www.ourfactsyourfuture.org/admin/uploadedPublications/5033_art-1112.pdf

Employer-Provided Health Insurance in Montana: Who Has It and What Does It Cost?

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4998_art-0912.pdf

Healthcare in Montana's Economy

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4978_art-0912.pdf

Labor Day Report 2012: The Short Version

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4929_art-0812.pdf

Economic Benefits of the Arts in Montana

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4890_art-0712.pdf

- **Post products, information, and reports on the Internet.**

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.

Montana continued to improve current products and develop new products for our users. Our Workforce Information Database delivery mechanism (LMInformer) allows us to promote a standard electronic delivery system via the Internet that can be accessed 24/7. Montana is the lead state in the LMInformer Consortium. The Consortium is in the development phase of the dotnet rewrite of the LMInformer product. The Consortium was in place throughout the grant period. Website rollout is tentatively scheduled for sometime in late October, 2013, and will place an emphasis on being accessible from a multitude of electronic devices.

In addition to the core Workforce Information Database delivery, Montana includes e-learning modules to help customers become more familiar with labor market information terms and uses. These lessons were viewed 16,963 times.

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 157,934.

Data populated as noted in items 1-3 are delivered through our website: www.ourfactsyourfuture.org. There were 352,744 visits to www.ourfactsyourfuture.org 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	2,392	9,724	http://www.ourfactsyourfuture.org/admin/uploadedPublications/499

			1_CG12.pdf
Career Heroes	4,373	2,723	http://www.ourfactsyourfuture.org/admin/uploadedPublications/3314_career_heroes.pdf
Career Peeks	795	3,537	http://www.ourfactsyourfuture.org/admin/uploadedPublications/2053_career_peeks.pdf
Alphabet Pages	877	1,861	http://www.ourfactsyourfuture.org/admin/uploadedPublications/2054_alphabet_practice_pages.pdf
Experience Wanted: Job Hunting Guide for Senior Citizens	884	589	http://www.ourfactsyourfuture.org/admin/uploadedPublications/1018_Experience_Wanted_Web.pdf
Inside Edition: Job Hunting Guides for Ex-Felons	1,514	842	http://www.ourfactsyourfuture.org/admin/uploadedPublications/446_Inside_Ed_Jan06_Web.pdf
Interview Tip Sheet	1,012	240	http://www.ourfactsyourfuture.org/admin/uploadedPublications/1904_Interview_Tipsheet.pdf
Jacob and Emily Skip School: A Career Clusters Story	2,536	3,216	http://www.ourfactsyourfuture.org/admin/uploadedPublications/1316_Jacob_N_Emily_Web.pdf
MCIS Junior Materials	3,900	3,530	http://www.ourfactsyourfuture.org/cgi/career/?PAGEID=3&SUBID=173
Mock Job Interview Activity	14,713	726	http://www.ourfactsyourfuture.org/admin/uploadedPublications/2746_Interview_Act.pdf
PEP Talk Packets	3,393	521	http://www.rad.dli.mt.gov/PEPTalk2/materials.htm
Pocket Resume	1,104	1,799	http://www.ourfactsyourfuture.org/admin/uploadedPublications/2081_Pocket_Resume.pdf
What 2 Pack	1,067	2,855	http://www.ourfactsyourfuture.org/admin/uploadedPublications/2832_what2pack.pdf
Who Needs Math?	1,831	1,341	http://www.ourfactsyourfuture.org/admin/uploadedPublications/1916_Who_Needs_Math_Web.pdf
Who Needs Science?	721	1,137	http://www.ourfactsyourfuture.org/admin/uploadedPublications/1991_Who_Needs_Science_Web.pdf
Willing and Able: Job Hunting Guide for Persons with Disabilities	957	729	http://www.ourfactsyourfuture.org/admin/uploadedPublications/1821_Willing_and_Able_Web.pdf
Occupational Wage Rates	3,322	3	http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=115
Occupational Illnesses and Injuries	3,563	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/5091_OSHS11.pdf
Census of Fatal Occupational Injuries	2,354	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/5309_CFOI.pdf
Reservation Fliers	8,633	120	http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=249

County Fliers	17,260	343	http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=150
Labor Day Report	4,713	50	http://www.ourfactsyourfuture.org/admin/uploadedPublications/5314_LDR-13.pdf
Montana Economy At A Glance	11,817	1,963	http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174
Economy At A Glance Podcasts	29,841	NA	http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174
Economy At A Glance ebooks	14,577	NA	http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174
Economy At A Glance Articles	17,724	NA	http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174
Job Projections	2,942	197	http://www.ourfactsyourfuture.org/admin/uploadedPublications/4543_projections.pdf
WIRED Report	650	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/5097_Impact12.pdf
Research & Analysis Impact Report	1,182	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/5097_Impact12.pdf
Employment and Economic Impacts of Transmission Line Construction in Montana Report	895	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/4094_TransImpact.pdf
Facts About Private and Government Employment and Wages Report	1,064	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/4216_state_pay_report.pdf
Restoration Economy Report	905	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/3669_Restoration.pdf
Green Jobs Report	1,617	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/3602_green_jobs.pdf
Power Point Presentations	17,514	NA	http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=281
Montana Career Resources Newsletter	4,460	0	http://www.ourfactsyourfuture.org/cgi/career/?PAGEID=3&SUBID=300
MCIS Materials	5,679		http://www.ourfactsyourfuture.org/cgi/career/?PAGEID=3&SUBID=173
Minimum Wage Facts	2,535	0	http://www.ourfactsyourfuture.org/admin/uploadedPublications/4651_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.

- **Partner and consult on a continuing basis with workforce investment boards and other key workforce and economic development partners and stakeholders.**

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. The Bureau also worked with the State Tribal Economic Development Commission. As the Governor's designee for Section 118 of the Carl D. Perkins Career and Technical Education Act of 2006, the Bureau also provided career information to state students, parents, educators, and job-seekers. Additional work included:

Consultation with Statewide Workforce Investment Board:

Provide analysis and guidance for SWIB strategic planning and work plan development.

Consultation with 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.

Montana College Access Network (MCAN):

MCRN 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.

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, with the state of Illinois projected to join in PY2013.

DESCRIPTION OF THE ANNUAL ECONOMIC ANALYSIS OR SPECIAL REPORTS PRODUCED

Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2012. 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: www.ourfactsyourfuture.org and was downloaded 4,713 times throughout the grant period. Direct link: http://www.ourfactsyourfuture.org/admin/uploadedPublications/4913_LDR-12.pdf

WHY GRANT DELIVERABLES WERE NOT ACCOMPLISHED

All grant deliverables were met during PY2012.

OUTCOMES COMPARED TO THE GRANT STATEMENT OF WORK DELIVERABLES

All grant deliverables were met during PY2012 in accordance with the grant statement of work.

CUSTOMER CONSULTATIONS REGARDING STATE WORKFORCE INFORMATION PRODUCTS AND SERVICES

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.

ACTIVITIES UNDERTAKEN TO ADD CUSTOMER VALUE, WHERE NEEDS FOR IMPROVEMENT ARE INDICATED

All customer feedback, positive and negative are provided to Bureau leadership. Major successes and failures are discussed at weekly management team meetings and, where necessary, a plan of action is developed and monitored to completion. The LMInformer website design is a direct result of customer feedback on the usability of the Workforce Informer model's data download tool.

EFFORTS TO CREATE AND SUPPORT PARTNERSHIPS AND COLLABORATIONS, INCLUDING STATE ACTIVITIES TO LEVERAGE LMI-WI FUNDING, NEW AND ESTABLISHED PARTNERSHIPS, ACTIVITIES, LINKAGES, TOOLS AND RESOURCES CREATED THROUGH OR SUPPORTED BY STATE AND LOCAL PARTNERSHIP ACTIVITIES OR COLLABORATION DURING THE PROGRAM YEAR

In addition to the partnerships and collaborations highlighted above, 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.

NEW TOOLS OR RESOURCES DEVELOPED IN PY 2012

In PY2011 we added ebooks to our website. With the growing popularity of ebook readers and our Montana Economy at a Glance publication we decided to expand the options for our customers to include ebooks in the epub and mobi formats.

RECOMMENDATIONS FOR CHANGES AND IMPROVEMENTS TO THE REQUIRED LMI-WI GRANTS TO STATES DELIVERABLES

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.