



**MAIN STREET MONTANA
RECRUITMENT AND RETENTION COMMITTEE**

**RECOMMENDATIONS THAT WILL BE ADDRESSED JOINTLY WITH THE RECRUITMENT AND
RETENTION COMMITTEE AND PRIVATE SECTOR KEY INDUSTRY NETWORK (KIN)
MEMBERS**

<p>SMALL BUSINESS & DOWNTOWN RECOMMENDATION: Hold an annual small business symposium that includes:</p> <ul style="list-style-type: none"> • Dynamic job fair 	<p>TOURISM KIN RECOMMENDATION Ensure development of tourism workforce by:</p> <ul style="list-style-type: none"> • Include tourism careers and tourism industry marketing as part of dynamic job fairs.
<p>PLAN: With input from the Tourism KIN members and the Small Business & Downtown KIN, the Recruitment and Retention Committee could hold a meeting to explore the features and desired outcomes of a dynamic job fair with the goal of setting the groundwork for having a public-private sector sponsored job fair in 2017.</p>	

MANUFACTURING KIN RECOMMENDATION

In order to ensure that Montana manufacturers can meet their workforce needs, for both incumbent workers as well as new hires, the state should create a 5-year workforce development plan that:

- Better aligns high school technical training with the needs of manufacturing employers.
- Utilizes and creates an ongoing dialog with all existing workforce development structures and results in an integrated and concerted workforce development system.
- Addresses a variety of workforce issues including, but not limited to, immigration strategies, automation, Lean Six Sigma Certification, better aligning high school technical training with the needs of manufacturing employers and expands promotion and outreach to high schools as well as younger students on manufacturing as a career choice.
 - **PLAN:** The RevUp work and summary report can provide a basis for a plan. Convened by the Recruitment and Retention Committee and including Manufacturing and Energy KIN members and the Montana Manufacturing Extension Center Director, meetings can be held to review progress and discuss next steps.

RECOMMENDATIONS THAT WILL BE ADDRESSED BY REPORTING TO THE RECRUITMENT AND RETENTION COMMITTEE

ENERGY KIN RECOMMENDATION

Create a permanent Montana Energy Infrastructure Authority or a similar permanent advising and coordinating body by the end of the first quarter of 2016 to address Energy Industry Sector matters. Potential responsibilities in the charter for this authority would include:

- Developing a comprehensive energy strategy and include a strategic plan forward for industry and workforce needs consistent with Montana energy statutes.
 - **PLAN:** The RevUp work and summary report can provide a basis for a plan. The Governor's Office is creating a working group to develop an Energy Infrastructure Authority. This group could provide regular updates on progress and receive input from the Recruitment and Retention Committee.

INNOVATION & TECHNOLOGY KIN RECOMMENDATION

Cultivate a high-tech business environment in Montana

- Sponsor a statewide plan for growth
 - **PLAN:** With the Governor's Office of Economic Development as the lead, the SWIB staff and the Recruitment and Retention Committee members could be part of planning meetings to provide input on workforce and WIOA plan connections.

ENERGY KIN RECOMMENDATION

Lead and coordinate the effort to ensure a sufficient pipeline of trained workers for the Energy Industry sector through efforts such as:

- Determining retraining needs and identifying funding sources for the energy workforce.
 - **PLAN:** Using the RevUp plan and report as the base, the Work-Based Learning Unit staff can lead the work gaining input from the Recruitment and Retention Committee and Energy KIN members.
- Exploring successful efforts in other states and industry concerning recruiting, retaining and re-training workers.
 - **PLAN:** Expanding to include a similar recommendation from the Innovation & Technology KIN, SWIB staff can provide a report on other state efforts.

HEALTH & WELLNESS KIN RECOMMENDATION

Enhance healthcare workforce development:

- Provide regular reports that compare the number of high school and higher education healthcare graduates by program (including certifications) with the projections of need produced by the Montana Department of Labor & Industry incorporating input and involvement from the employers in establishing need to set the projections.
 - **PLAN:** The Montana University System and the Montana Department of Labor & Industry are currently conducting a joint workforce pipeline study

to assist colleges with the prioritization of resources to best meet industry demands. Some of this will become available as the Montana Department of Labor & Industry, the Department of Public Health & Human Services and the Office of Public Instruction address combined reporting requirements for the Workforce Innovation and Opportunity Act (WIOA). As data-sharing agreements are put into place and data is transformed into informative reports, agencies will begin to run comparisons of actual vs. projected and build out other mechanisms to be as transparent and forthcoming with information so that consumers can make the most informed choices possible. Amy Watson will provide an initial report to SWIB and provide updates to the Recruitment & Retention Committee.

INNOVATION & TECHNOLOGY KIN RECOMMENDATION

Cultivate needed workforce in Montana with skills for high-tech sector by increasing and strengthening Montana high-tech industry partnership with education including:

- Exploring the potential role of business in increasing Montana University System recruitment and retention.
 - **PLAN:** The Montana University System, led by Industry Driven Workforce Development Partnerships Director, Dr. Kirk Lacy, is currently expanding access points and input by the private sector into course and degree offerings. Dr. Lacy can provide regular updates on his work to the Recruitment & Retention Committee.

<p>ENERGY KIN RECOMMENDATION</p> <p>Lead and coordinate the effort to ensure a sufficient pipeline of trained workers for the energy Industry sector through efforts such as:</p> <ul style="list-style-type: none"> • Marketing career opportunities to students early and educating Montanans about the Energy Sector 	<p>HEALTH & WELLNESS KIN RECOMMENDATION</p> <p>Enhance healthcare workforce development:</p> <ul style="list-style-type: none"> • Promote healthcare career awareness to K-12 students.
<p>NATURAL RESOURCES KIN RECOMMENDATION</p> <p>The state, in partnership with the Natural Resource Industry Sector, should launch educational and public relations campaigns including the Montana University System and K-12 programs. These campaigns would cover:</p> <ul style="list-style-type: none"> • Messaging targeted toward potential workers; promoting higher wages and benefits, skilled jobs, and training in the natural resources sector. 	<p>TOURISM KIN RECOMMENDATION</p> <p>Ensure development of tourism workforce by:</p> <ul style="list-style-type: none"> • Introduce 4th and 5th graders to the Montana Brand as part of a “Discover Montana” program to create appreciation for, and interest in visiting other areas of Montana. This could be accomplished with existing public school programs and National Park Service initiatives.

<p>INNOVATION & TECHNOLOGY KIN RECOMMENDATION</p> <p>Cultivate needed workforce in Montana with skills for high-tech sector by increasing and strengthening Montana high-tech industry partnership with education including:</p> <ul style="list-style-type: none"> • Developing a program for businesses to engage within high schools and the Montana University System settings to build a workforce pipeline 	<p>MANUFACTURING KIN RECOMMENDATION</p> <p>In order to ensure that Montana manufacturers can meet their workforce needs, for both incumbent workers as well as new hires, the state should create a 5-year development plan that:</p> <ul style="list-style-type: none"> • Expands promotion and outreach to high school as well as younger students on manufacturing as a career choice.
<p>PLAN: All of these recommendations could be part of the enhanced career awareness work within Montana’s K-12 and Montana University System. Under the leadership from the Governor’s Education Policy Advisor, Siri Smillie, a working group can be established and provide regular updates to the Recruitment and Retention Committee.</p>	