



Montana Department of
LABOR & INDUSTRY

State Workforce Investment Board

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Sector Strategies Committee Minutes

September 25, 2014

8:00 a.m. – 10:00 a.m.

**Clark Room, Red Lion Colonial Inn
Helena, Montana**

BOARD MEMBERS PRESENT: Nan LeFebvre (Acting Chair); Dean Bentley; Nancy Faroni; Paul Gatzemeier; Jacque Helt; Niles Hushka; and Loren Rose

BOARD MEMBERS ABSENT: John McKee (Chair); Casey Blumenthal; Larry Hall; Rep. Brian Hoven; and Meg O'Leary

STAFF: Chris Wilhelm

GUESTS: Annie Glover, Dave Crum; and Pam Bucy

Welcome and Introductions

Chair Nan LeFebvre called the meeting to order at 8:00 a.m. She welcomed Committee members and guests.

Roll call

Chris Wilhelm conducted roll call and established a quorum.

Agenda

Chair LeFebvre reviewed the Agenda and asked for any changes to the agenda. Mr. Loren Rose moved to approve the agenda as presented, Mr. Paul Gatzemeir seconded, and the motion carried.

Healthcare Initiatives / Partnerships

Annie Glover, Communications Director for Commissioner's Office of the Department of Labor & Industry, presented information about the data sources used to prepare the HealthCARE grant proposal, [Current Healthcare Workforce: HealthCARE Grant Data](#). She said the Department hopes to hear whether or not Montana is awarded the grant within the next three days.

The presentation covered the two primary data sources, the methodology used to develop employment projections (found at http://ourfactsyourfuture.org/admin/uploadedPublications/5621_EmpProj.pdf), an overview of what those projections are and how they tie to healthcare, the economic regions identified, and the survey used as one of the data sources. The data only addresses healthcare training programs requiring two-year degrees or less as the grant proposal focuses on two-year college collaboration. Potential pathways or pipelines were identified, such as moving from a CNA to an RN with an Associate's Degree, or an RN moving from an Associate's Degree to a Bachelor's Degree.

Surveys were sent to health care providers, educational institutions, workforce agencies / Job Service Offices, and health care associations. Data identified the shift in terminology from "college" to "postsecondary training" in order to be more inclusive. Resounding feedback was that the greatest challenges for organizations were recruitment and retention. Many of the findings align with the Governor's Main Street Pillars.

The data concluded that:

- Healthcare is Montana's fastest growing industry, in terms of jobs;
- Education programming should be driven by labor market needs and job seeker availability and skills needs; and
- Increased industry engagement is necessary to measure emerging occupations and trends.

The proposed grant would provide

1. Career pathways or pipelines, for example from CNA to LPN to RN;
2. Montana's first-ever Healthcare State Registered Apprenticeship (Montana will act on this with or without the grant);
3. Health Career Coaches, similar to the SWAMMEI Navigators;
4. Access to distance education; and
5. Regional healthcare sectors.

Mr. Rose asked how infrastructure limitations factored in to the grant proposal. Ms. Glover provided an example of how the grant proposal addressed infrastructure limitations: There will be a certification clearinghouse tied to nursing.

Mr. Paul Gatzemeier asked how grant funding would be spent. Ms. Glover replied that it can be used to develop the program, its infrastructure, Ed Ready, clinicals, sim labs, and Health Care Coaches. Grant funding cannot be used for tuition support, but Health Care Coaches are familiar with other sources of funding.

Mr. Dean Bentley asked if the grant is accounting for student influx and potential overpopulation. Ms. Glover said that given the aging population and current nursing shortage, overpopulating the workforce should not be an issue. She also stated that the Department of Labor and Industry is working to better market their workforce data to healthcare employers.

Ms. Jacquie Helt stated she is delighted at the results of this project.

Ms. Nancy Faroni, designee for Meg O’Leary, Department of Commerce, asked if the grant proposal addresses all distractions to education and employment. Ms. Glover answered that it does, and it does not. Federal funding is distrustful of marketing, but programs can perform outreach. Although there are no resources for a major marketing campaign, the proposal does include Job Service offices as the 1st point of contact. SWAMMEI Navigators work there 2 days a week, and then at the college for the rest of the week. One such distraction is access to childcare, which is a barrier to both training and employment. Addressing it should help increase workforce participation. Mr. Bentley stated that one of his jobs included child care as part of the benefit package, and it directly influenced his decision to accept the position.

Ms. Helt asked which barriers could be removed by the Governor’s early child education program. Ms. Glover replied that the parallels between the Mainstreet Project and the grant are a natural discussion to have.

Mr. Niles Hushka suggested ascertaining the financial impact of helping women enter the workforce one year earlier than they historically do.

Mr. Hushka asked if input was solicited from private healthcare institutions such as Touchmark. Ms. Glover confirmed that they were included, surveys were disseminated via the Healthcare Association, and the Association had a representative at the table.

Chair LeFebvre asked how the SWIB can help. Ms. Glover indicated that the State first needs to find out if Montana receives the grant. SWIB members can help by being part of the Healthcare Sector Strategy on Mainstreet (appointed by the Governor). They can also endorse policies such as the healthcare apprenticeship, and finding a solution to issues like TANF not providing work credit for getting a GED. The Board offers a platform to elevate issues.

Role of Business and Industry

Ms. Lindsey Woolsey, of The Woolsey Group, asked each committee member to self-define their industry. Results showed members working in wood products, energy production / transmission, coal mining, and professional services.

Ms. Woolsey talked about Sector Strategies, which she refers to as “sector partnerships”, and how they insinuate focus on industry. Montana needs to figure out how it can build infrastructure that supports its needs. There are opportunities in rural areas to bring together people in similar industries for a Sector Partnership.

Ms. Woolsey outlined the role of business (aka board members) in developing sector partnerships. She relayed that Mr. Scott Trent of Transportation Logistics Solutions has committed to speak to his competitors and peers in his industry to see what their needs are, and how they can work together to overcome common challenges.

- Board members should talk to peers and competitors;

- This is an opportunity to work together within our respective industries;
- Identify common needs / themes;
- Start somewhere, with basic issues, asking “Are you having the same problem?”;
- Identify how you need to use government services;
- Develop a rough consortia of like companies with the same need, and have the power to elicit change;
- Identify what healthcare population hubs you want to start with.

Ms. LeFebvre stated she is hopeful Montana receives the grant, and that a lot of work has already been done. She has already spoken with peers informally at job fairs to talk about issues.

Ms. Woolsey discussed the pros and cons of involving associations in Sector Partnerships.

Next Steps

- Work with the economic regions defined in Ms. Glover’s presentation.
- Watch the Key Industry Networks (KINs) identified by the Governor’s Main Street Montana Project, and forward the information from them to the Board. Some Board members serve on KINs.
- Focus on putting systems in place to support sector partnerships.
- Start six sector partnerships within the next three years.
- Champion, facilitate, and educate.

ACTION:

- Distribute / post for board members the economic region map from Ms. Glover’s HealthCARE Grant Data presentation.
- Compile Ms. Woolsey’s white paper and best practices from other states for the Committee.
- Get a list of ideas from Ms. Glover for the board to endorse, such as a solution to the TANF issue.

The next meeting will be held via conference call or GoToMeeting, but was not set as Chair John McKee could not weigh in.

With no further discussion Chair Copps adjourned the meeting at 1:53 p.m.