



RECRUITMENT & RETENTION COMMITTEE

GoToMeeting® 10:00 – 11:00 AM
Thursday, December 15, 2016
Walt Sullivan Building, Helena, MT

MEMBERS PRESENT: Niles Hushka (Chair); Jennifer Kobza, Loren Rose, Dean Bentley, Tina Bundtrock, Fred Kellogg

MEMBERS EXCUSED: Miles McCarvel, Kirk Hammerquist, Jacquie Helt

STAFF: Shannon Lewis

CALL TO ORDER/ROLL CALL: Chair Hushka called the meeting to order at 10:00.

ROLL CALL: Shannon Lewis conducted roll call and established a quorum.

AGENDA: Chair Hushka asked for a motion to approve the agenda.

***Mr. Rose moved, and Ms. Kobza seconded a motion to approve the agenda.
The motion carried.***

NOVEMBER 17, 2016 MINTUES: Chair Hushka asked for a motion to approve the draft meeting minutes from the November 17, 2016 Recruitment & Retention Committee meeting.

***Ms. Kobza moved and Mr. Bentley seconded a motion to approve the
November 17, 2016 Recruitment & Retention Committee draft meeting
minutes.
The motion carried.***

REPORTS:

OVERVIEW OF EMPLOYMENT PROJECTIONS:

Chief Economist, Barbara Wagner, presented an overview of employment projections for the committee. Ms. Wagner noted that the State of Montana enjoys lower unemployment rates than the national average and that has allowed for Montana to experience high wage growth. However, with low unemployment numbers and many Montanans entering retirement age, Montana will experience tightening in the labor market and the economic growth could stagnate if businesses are unable to fill positions. Ms. Wagner let the committee know that the healthcare sector has the most workers needed throughout the state, it's a large industry with fast growth and high skill requirements. In addition, unlike construction, there are very few unemployed healthcare workers due to its steady growth and high-demand.

HEALTHCARE OVERVIEW:

Amy Watson, Montana's Healthcare Economist, presented healthcare-specific workforce information, and let the committee know that she is also working on a healthcare-related article for the upcoming Economy at-a Glance. The demand for healthcare providers, nurses in particular, continues to increase with an additional 445 registered nurses needed per year through 2025 to keep up with the growth within the sector and replace nurses retiring or leaving their jobs. Much of the shortages will fall in the western part of Montana. In addition, Ms. Watson let the committee know that she is working to complete a statewide college report, based on the success of the pilot Missoula College Report to ensure that Montana's colleges are offering coursework to meet the demand of occupations throughout the state.

After Ms. Watson and Ms. Wagner's presentations, the committee discussed how to engage with the healthcare community to ensure that Montana can meet the demand in healthcare occupations. The committee agreed that members should look at the strategic plan coming out of the Montana Healthcare Workforce Advisory Council, which includes members from the healthcare community throughout Montana, and work with the current networks to ensure that the strategic plan moves forward. In addition, the committee would like to host a roundtable or panel discussion to discuss the best way for the SWIB to engage on this issue.