



RECRUITMENT & RETENTION COMMITTEE

GoToMeeting® 10:00 – 11:00 AM
Thursday, January 19, 2017
Walt Sullivan Building, Helena, MT

MEMBERS PRESENT: Niles Hushka (Chair), Jennifer Kobza, Tina Bundtrock, and Fred Kellogg

MEMBERS EXCUSED: Miles McCarvel, Loren Rose, Dean Bentley, Kirk Hammerquist, and Jacquie Helt

STAFF: Shannon Lewis and Mary Craigle

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

ROLL CALL: Shannon Lewis conducted roll call; *no quorum present, no action items discussed.*

NEW BUSINESS:

COMMITTEE MISSION STATEMENT AND GOALS:

Shannon Lewis walked committee members present through the proposed language for the mission statement and goals for the committee. The mission statement and goals will come before the full committee for action in February.

Mission Statement:

The State of Montana's Recruitment & Retention Committee will work with industries, governments, subject-matter experts and organizations to develop strategies and best practices to assist in recruiting and retaining qualified individuals into Montana's labor force.

Goals:

- Work with the Governor's Office, Jobs for Montana Graduates, industry partners, and other stakeholders to implement the Governor's Main Street Montana recommendations related to industry engagement with students, educators, and counselors in Montana's K-12 system to ensure students know about all of the career opportunities and options available to them in Montana.
- Ensure the Recruitment & Retention Committee has members working with the Governor's Office of Economic Development on developing and planning of the Innovate Montana Conference, and ensure that the conference addresses the recruitment and retention issues of Montana's workforce.
- Ensure that members of the recruitment & Retention Committee engage and participate in Montana's Healthcare Workforce Advisory Committee on

implementing its strategic plan to recruit and retain healthcare workers throughout Montana.

- Support the Montana Department of Labor’s economist’s effort to put together a robust study of Montana’s University System related to workforce needs modeled after the Missoula College study. Once the report is issued, work with all stakeholders to implement changes within our framework to better meet the needs of Montana’s workforce.

MAIN STREET MONTANA OVERVIEW:

Mary Craigle gave the committee an overview of the Main Street Montana recommendations for the committee. The committee only has one recommendation related to healthcare, which is to work with the state’s economists on an analysis of the Montana University System and the Montana Department of Labor & Industry’s joint workforce pipeline study. This study will assist colleges with the prioritization of resources to best meet industry demands. This study is underway and will be presented to both the Recruitment & Retention Committee and the full SWIB upon its completion.

In addition to the Healthcare recommendation in the Main Street Montana project, the committee discussed taking a role in planning the Governor’s Innovate Montana Symposium. The symposium will meet recommendations from both the Small Business & Downtown KIN and the Tourism KIN. Each of those KINs recommended hosting a “dynamic job fair.” Niles Hushka and Tina Bundtrock will represent the Recruitment & Retention Committee on the planning committee for the summit.

The Recruitment & Retention Committee will also work on implementing a number of recommendations that came out of KINs about how the business sector interacts with the education community to better introduce students to all of the career opportunities in Montana.

Once RevUp finalizes its work and produces a summary report, the Recruitment & Retention Committee will review the summary and discuss next steps to ensure that the manufacturing sector will be able to meet its future workforce needs. The committee will be able to review the summary later this year.

REPORTS:

UPDATE ON THE MONTANA HEALTHCARE WORKFORCE ADVISORY COMMITTEE:

The Montana Healthcare Workforce Advisory Committee will meet on Monday, February 6 from 1:00 – 3:00. The committee is scheduled to release its strategic plan at this meeting.

UPDATE ON PARTNERSHIP OPPORTUNITIES:

Niles Hushka gave an update on a meeting that took place between the Montana Department of Labor and the Montana Chamber of Commerce to discuss recruitment and retention strategies moving forward. The Montana Chamber of Commerce is looking to focus on workforce issues starting this year and it is interested in collaboration opportunities to help move industry in the right direction and help create talent pipelines throughout the state.

ADJOURNMENT:

Chair Hushka adjourned the meeting at 10:45 AM.