



## **RECRUITMENT & RETENTION COMMITTEE**

GoToMeeting® 10:00 – 11:00 AM  
Thursday, February 16, 2017  
Walt Sullivan Building, Helena, MT

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

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

**GUESTS:** Valerie Piet, HealthCARE Montana  
Dan Brunell, Montana Chamber of Commerce

**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 and established a quorum.

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

***Ms. Bundtrock moved and Mr. McCarvel seconded a motion to approve the agenda.***

***The motion carried.***

**DECEMBER 15, 2016 MINUTES:** Chair Hushka asked for a motion to approve the draft meeting minutes from the December 15, 2016 Recruitment & Retention Committee meeting.

***Ms. Kobza moved and Ms. Bundtrock seconded a motion to approve the December 15, 2016 Recruitment & Retention Committee draft meeting minutes.***

***The motion carried.***

**JANUARY 19, 2017 MINUTES:** Chair Hushka asked for a motion to approve the draft meeting minutes from the January 19, 2017 Recruitment & Retention Committee meeting.

***Mr. McCarvel moved and Ms. Bundtrock seconded a motion to approve the January 19, 2017 Recruitment & Retention Committee draft meeting minutes.***

***The motion carried.***

**NEW BUSINESS:**

## **COMMITTEE MISSION STATEMENT AND GOALS:**

Shannon Lewis presented proposed language for the mission statement and goals for the committee.

***Mr. Kellogg moved and Ms. Bundtrock seconded a motion to approve the proposed Mission Statement and Goals.***

***The motion carried.***

### ***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.

## **REPORTS:**

### **HealthCARE MONTANA PROGRAM UPDATE AND OVERVIEW:**

Ms. Valerie Piet presented the committee with an overview of the HealthCARE Montana apprenticeship program. HealthCARE Montana is a collaboration between the Montana Department of Labor and Industry and the Montana University System to build pathways to training programs to help meet the workforce needs within Montana's healthcare sector. Since its inception Ms. Piet and her team have been able to break down barriers and increase opportunities for work-based learning and apprenticeships within the healthcare field. In addition, Ms. Piet and her team have been able to develop accelerated nursing curriculum guides and create pathways toward healthcare certificates within the 2-year college system. Initially, hospitals and healthcare providers thought that the only apprenticeships that could be offered would be for front-desk type positions. Today, healthcare apprenticeship sponsors are excited about the work being done with the 2-year colleges to create quality healthcare apprenticeships.

In addition, the healthcare industry is looking at expanding apprenticeship opportunities to meet its workforce shortages.

**COLLEGE REPORT UPDATE:**

The collaborative report between the Montana Department of Labor and Industry and the Montana University System will be ready for release at the end of April.

**MONTANA CHAMBER OF COMMERCE WORKFORCE STRATEGIC PLAN OVERVIEW:**

Dan Brunell gave an overview of the Montana Chamber of Commerce's Workforce Strategic Plan. The Montana Chamber of Commerce is embarking on a new workforce plan to help its members and businesses throughout the state meet their projected workforce shortages. The Montana Chamber of Commerce is looking at ways to collaborate with the Montana Department of Labor and Industry and the State Workforce Board to help meet Montana's workforce shortages as a business partner.

**ADJOURNMENT:**

Chair Hushka adjourned the meeting at 10:55 AM.