

# Workforce Information Grant

PY 2014

## Montana Progress Report

Submitted by the Research and Analysis Bureau, Montana Department of Labor and Industry

### PROGRAM DELIVERABLES

- **Populate the Workforce Information Database (WID) with state and local data.**

Monthly and quarterly data is updated regularly and on schedule. We also populate tables for the Consumer Price Index and training providers/programs from the State Workforce Investment Board's (SWIB) eligible training provider list as well as all 2-year, 4-year, and proprietary schools in the state. Occupational licensing data is updated annually and submitted to the National Crosswalk Service Center. Version 2.5 of the WIDb has been populated and is used to display Montana data on our website: [www.lmi.mt.gov](http://www.lmi.mt.gov).

- **Produce and disseminate industry and occupational employment projections.**

Montana produced sub-state long-term projections for 2014 – 2024 and statewide short-term projections for 2014 – 2016. The data was submitted to the Projections Managing Partnership (PMP) on March 26, 2015. The data is available on our website by going to the data search tool and selecting projections. Two publications were produced as well. One publication organized projections by career cluster for use by educators and the other was an in-depth analysis of both the short term and long term, sub-state and statewide industry and occupational projections.

- **Conduct and publish relevant economic analyses, special workforce information, and/or economic studies of benefit to the Governor and state and local Workforce Information Boards.**

- Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2014. The report is scheduled in conjunction with the Labor Day holiday and is called the Labor Day Report. Each year a general overview of the state's economy is covered including unemployment, employment growth, wages, and income. The report showed information at the state and county level as well as information specific to Montana's Indian reservations. The report is posted on our website: [lmi.mt.gov](http://lmi.mt.gov) and was viewed 2,419 times throughout the grant period. Direct link: <http://lmi.mt.gov/media/9329/ldr14.pdf>
- Montana Main Street Project – In support of Governor Bullock's Montana Main Street Initiative, Bureau economists provided consultation related to the Governor's initiative.
- Gender Pay Equity Task Force – Bureau staff provided information, consultation, and presentations in support of Governor Bullock's Gender Pay Equity Task Force operations.
- Our support of and participation in these and similar efforts have increased awareness of our staff's expertise, in turn increasing requests for special studies and economic analysis. Bureau staff also made many presentations throughout the year, speaking to approximately 2,304

people about the economy, workforce issues, and career development. Additionally, staff answered numerous information requests from a wide variety of customers across, and outside of, the state.

- During the grant period, the Bureau also continued its partnerships with the Montana University System, Carroll College, and the Flathead Valley Community College to examine the link between education and workforce success in Montana.
- The Bureau published comparative information about Montana's minimum wage using the Estimates Delivery System (EDS) among other tools and sources. By statute, Montana's minimum wage is adjusted every January 1<sup>st</sup>. Updated information about Montana's minimum wage is always in demand when that adjustment occurs.

- ***Montana Economy At A Glance***

This is a monthly publication providing the latest economic data such as unemployment rate, employment, and wages, including monthly articles outlining research on various topics. Issues of the Montana Economy At A Glance can be found at: <http://www.lmi.mt.gov>

During the grant period the following articles were included:

***Will Montana Face a Worker Shortage?***

<http://lmi.mt.gov/media/97992/eaq-0615-article.pdf>

***Montana's Growing Wages***

<http://lmi.mt.gov/media/97967/eaq-0515-article.pdf>

***Montana Employment Projections 2015-2024: A Summary***

<http://lmi.mt.gov/media/97938/eaq-0415-article.pdf>

***Montana's Breadwinner Mothers***

<http://lmi.mt.gov/media/9712/montanاسبreadwinnermothers.pdf>

***Are All Montanans Experiencing Wage Growth?***

<http://lmi.mt.gov/media/9705/eaq-0115-art.pdf>

***Net Migration's Contribution to Montana's Economic Stability***

<http://lmi.mt.gov/media/9667/eaq-1214-art.pdf>

***Survival Rates for Montana's New Business Startups***

<http://lmi.mt.gov/media/9652/eaq-1114-art.pdf>

***Earning Their Lessons: A Look at Youth Employment in Montana***

<http://lmi.mt.gov/media/9567/art-1014.pdf>

***Montana Labor Day Report: A Summary***

<http://lmi.mt.gov/media/9534/art-0814.pdf>

***What is Montana's Most Important Industry?***

<http://lmi.mt.gov/media/9521/art-0714.pdf>

- **Partner and consult on a continuing basis with workforce investment boards and other key workforce and economic development partners and stakeholders.**

The Bureau provided data and economic analysis to members of the SWIB Executive Committee and staff throughout the year. This included economic data, “talking points” papers, and PowerPoint presentations on the general economy, healthcare occupations, and career pathways. Staff worked closely with the SWIB to help determine LMI needs and to disseminate information. The Bureau also worked with the State Tribal Economic Development Commission. As the Governor’s designee for Section 118 of the Carl D. Perkins Career and Technical Education Act of 2006, the Bureau also provided career information to state students, parents, educators, and job-seekers. Additional work included:

**Consultation with Statewide Workforce Investment Board:**

Provide analysis and guidance for SWIB strategic planning and work plan development.

**Consultation with Governor’s Office of Economic Development:**

Multiple and varied consultations throughout the grant period, providing economic analysis and workforce and career information to help guide administration policies and strategies.

**Montana College Access Network (MCAN):**

The Bureau is a Steering Committee member of the Montana College Access Network (MCAN). MCAN is unified network that promotes access to educational opportunities after high school for Montana students. Network members include K-12 agencies and organizations, Dept. of Labor & Industry, higher education institutions, agency, and organizations, non-profit organizations, student loan organizations/agencies, and private individuals.

**Job Service Labor Market Information Certification:**

Since 2008 the Bureau has provided training, testing, and certification for Job Service staff in two levels of labor market information and transferable skills. Most new Job Service staff get certified.

**Montana Healthcare Workforce Advisory Committee (MHWAC):**

The Bureau continued to sit on and advise the MHWAC. The Bureau is charged with analysis of state labor market information, current and projected workforce needs related to health care.

**LMIInformer Consortium:**

Montana is the lead state of the LMIInformer Consortium (formerly the Workforce Informer Consortium). Initial members are the states of Arkansas, Michigan, Montana, and Nevada. Montana’s version of the LMIInformer website launched November 24, 2014.

**Unemployment Insurance:**

Provided assistance with Unemployment Insurance program evaluation.

**Apprenticeship:**

Provided assistance with the Department of Labor in the application of a H1B apprenticeship grant.

**Presentations:**

During the program year, presentations were made to 2,304 people on labor market and career information at 129 different events.

- **Activities undertaken to meet customer needs**

Web statistics are reviewed several times a year to gauge usage of individual products as well as search terms, browsing history etc. These statistics along with our database of customer contacts are used to improve and enhance existing products and as ideas for writing articles for the Montana Economy At A Glance newsletter.

All customer feedback, positive and negative are provided to Bureau leadership. Major successes and failures are discussed at weekly management team meetings and, where necessary, a plan of action is developed and monitored to completion. The LMInformer website design is a direct result of customer feedback on the usability of the LMInformer's data search tool. A redesign of the data search tool of the website started July 7, 2015 based on customer feedback on the tool's usability issues.

We added monthly reservation unemployment rates to our website and monthly Economy At A Glance based on feedback from Native American stakeholders.

Montana used hard copy publications and fliers, the Internet, and other media deemed appropriate to provide O\*Net SOC-based occupational products to customers on a variety of pertinent occupation-related information.

Montana continued to improve current products and develop new products for our users. Our Workforce Information Database delivery mechanism (LMInformer) allows us to promote a standard electronic delivery system via the Internet that can be accessed 24/7. Montana is the lead state in the LMInformer Consortium. The Consortium is in the development phase of the DotNetNuke rewrite of the LMInformer product. Initial website rollout occurred on November 24, 2014.

We also produce a career information delivery system (CIDS) known as the Montana Career Information System (MCIS). This information was available via Internet to all Montanans at no cost during the program year primarily through a College Access Challenge Grant (CACG). It is used by all of our customers for career development, career choice or change, financial needs and skills assessments. This tool gives customers the means to access occupational information, wages, job outlook/projections and employment trends to make better informed choices. During the program year there were 705 sites using MCIS and 97,589 active portfolios. Along with the public access, the total number of logins was 155,323.

Data populated as noted in items 1-3 are delivered through our website: [www.lmi.mt.gov](http://www.lmi.mt.gov). There were 314,222 visits to during the grant period. Products posted on the website (and provided in print version) include the following:

Publication	Views online	Printed	url
Montana Career Guide	4,080	100 (out of print, currently revising and will print new version in PY15)	<a href="http://lmi.mt.gov/media/9259/career-guide.pdf">http://lmi.mt.gov/media/9259/career-guide.pdf</a>
Career Heroes	8,712	814	<a href="http://lmi.mt.gov/media/97987/career-heroes-2013-web.pdf">http://lmi.mt.gov/media/97987/career-heroes-2013-web.pdf</a>
Career Peeks	607	1,162	<a href="http://lmi.mt.gov/media/9269/career-peek.pdf">http://lmi.mt.gov/media/9269/career-peek.pdf</a>
Alphabet Pages	744	544	<a href="http://lmi.mt.gov/media/9267/alphabet-pages.pdf">http://lmi.mt.gov/media/9267/alphabet-pages.pdf</a>
Experience Wanted: Job Hunting Guide for Senior Citizens	986	Available online only	<a href="http://lmi.mt.gov/media/9273/experience-wanted.pdf">http://lmi.mt.gov/media/9273/experience-wanted.pdf</a>
Inside Edition: Job Hunting Guides for Ex-Felons	108	Available online only	<a href="http://lmi.mt.gov/media/97975/insed-2013-web.pdf">http://lmi.mt.gov/media/97975/insed-2013-web.pdf</a>
Interview Tip Sheet	967	106	<a href="http://lmi.mt.gov/media/9279/interview-tipsheet.pdf">http://lmi.mt.gov/media/9279/interview-tipsheet.pdf</a>
Jacob and Emily Skip School: A Career Clusters Story	1,795	146	<a href="http://lmi.mt.gov/media/9281/jacob-and-emily.pdf">http://lmi.mt.gov/media/9281/jacob-and-emily.pdf</a>
MCIS Junior Materials	3,739	164	<a href="http://lmi.mt.gov/media/9289/mcis_jr.pdf">http://lmi.mt.gov/media/9289/mcis_jr.pdf</a>
Mock Job Interview Activity	35,788	Available online only	<a href="http://lmi.mt.gov/media/9277/interview-act.pdf">http://lmi.mt.gov/media/9277/interview-act.pdf</a>
PEP Talk Packets	3,979	225	<a href="http://lmi.mt.gov/media/9531/pt-blue.pdf">http://lmi.mt.gov/media/9531/pt-blue.pdf</a>
Pocket Resume	1,632	500	<a href="http://lmi.mt.gov/media/9303/pocket-resume.pdf">http://lmi.mt.gov/media/9303/pocket-resume.pdf</a>
What to Pack	1,140	1,296	<a href="http://lmi.mt.gov/media/9305/what-to-pack.pdf">http://lmi.mt.gov/media/9305/what-to-pack.pdf</a>
Willing and Able: Job Hunting Guide for Persons with Disabilities	850	Available online only	<a href="http://lmi.mt.gov/media/9307/willing-and-able.pdf">http://lmi.mt.gov/media/9307/willing-and-able.pdf</a>
Occupational Wage Rates	5,153	Available online only	<a href="http://lmi.mt.gov/media/97984/oes-2014.pdf">http://lmi.mt.gov/media/97984/oes-2014.pdf</a>
Occupational Illnesses and Injuries	2,906	Available online only	<a href="http://lmi.mt.gov/media/9676/oshs-13.pdf">http://lmi.mt.gov/media/9676/oshs-13.pdf</a>
Census of Fatal Occupational Injuries	2,570	Available online only	<a href="http://lmi.mt.gov/media/9557/cfoi_13.pdf">http://lmi.mt.gov/media/9557/cfoi_13.pdf</a>
Reservation Fliers	10,534	Available online only	<a href="http://lmi.mt.gov/publications.aspx#flie">http://lmi.mt.gov/publications.aspx#flie</a>

County Fliers	14,448	Available online only	<a href="http://lmi.mt.gov/publications.aspx#!file">http://lmi.mt.gov/publications.aspx#!file</a>
Labor Day Report	2,419	50	<a href="http://lmi.mt.gov/media/9329/ldr14.pdf">http://lmi.mt.gov/media/9329/ldr14.pdf</a>
Montana Economy At A Glance	12,050	1,823	<a href="http://lmi.mt.gov/media/97968/eag-0615.pdf">http://lmi.mt.gov/media/97968/eag-0615.pdf</a>
Economy At A Glance Articles	18,010	Available online only	<a href="http://lmi.mt.gov/publications.aspx#!art">http://lmi.mt.gov/publications.aspx#!art</a>
Job Projections	3,547	200	<a href="http://lmi.mt.gov/media/97996/projections-by-cluster-2015.pdf">http://lmi.mt.gov/media/97996/projections-by-cluster-2015.pdf</a> <a href="http://lmi.mt.gov/media/97995/projections-analysis-2015.pdf">http://lmi.mt.gov/media/97995/projections-analysis-2015.pdf</a>
WIRED Report	583	Available online only	<a href="http://lmi.mt.gov/media/9342/wired.pdf">http://lmi.mt.gov/media/9342/wired.pdf</a>
Employment and Economic Impacts of Transmission Line Construction in Montana Report	866	Available online only	<a href="http://lmi.mt.gov/media/9331/transimpact.pdf">http://lmi.mt.gov/media/9331/transimpact.pdf</a>
Facts About Private and Government Employment and Wages Report	1,025	Available online only	<a href="http://lmi.mt.gov/media/9323/state_pay_report.pdf">http://lmi.mt.gov/media/9323/state_pay_report.pdf</a>
Restoration Economy Report	1,049	Available online only	<a href="http://lmi.mt.gov/media/9321/restoration.pdf">http://lmi.mt.gov/media/9321/restoration.pdf</a>
Green Jobs Report	3,576	Available online only	<a href="http://lmi.mt.gov/media/9325/green-jobs-white.pdf">http://lmi.mt.gov/media/9325/green-jobs-white.pdf</a>
Power Point Presentations	161	Available online only	<a href="http://lmi.mt.gov/publications.aspx#!pres">http://lmi.mt.gov/publications.aspx#!pres</a>
Montana Career Resources Newsletter	2,446	Available online only	<a href="http://lmi.mt.gov/career-resources/teacher-resources.aspx#lmcrrn">http://lmi.mt.gov/career-resources/teacher-resources.aspx#lmcrrn</a>
MCIS Materials	5,916	956	<a href="http://lmi.mt.gov/career-resources/teacher-resources.aspx">http://lmi.mt.gov/career-resources/teacher-resources.aspx</a>
Monthly Economic Press Release	871	Available online only	<a href="http://lmi.mt.gov">http://lmi.mt.gov</a>
Videos	199	Available online only	<a href="http://lmi.mt.gov/career-resources/training-resources.aspx">http://lmi.mt.gov/career-resources/training-resources.aspx</a>
Parent Outreach Materials	1,102	413	<a href="http://lmi.mt.gov/media/9477/parentadvertisements-1.pdf?=MCIS%20Parent%20Poster%20#1">http://lmi.mt.gov/media/9477/parentadvertisements-1.pdf?=MCIS%20Parent%20Poster%20#1</a> <a href="http://lmi.mt.gov/media/9475/parentadvertisements-2.pdf?=MCIS%20Parent%20Poster%20#2">http://lmi.mt.gov/media/9475/parentadvertisements-2.pdf?=MCIS%20Parent%20Poster%20#2</a> <a href="http://lmi.mt.gov/media/9473/parentadvertisements-3.pdf?=MCIS%20Parent%20Poster%20#3">http://lmi.mt.gov/media/9473/parentadvertisements-3.pdf?=MCIS%20Parent%20Poster%20#3</a>
Minimum Wage Facts	1,759	Available online only	<a href="http://lmi.mt.gov/media/9665/minwage.pdf">http://lmi.mt.gov/media/9665/minwage.pdf</a>

\*We print a majority of publications by request to minimize waste. Each year continues to see an increase in the number of our publications being downloaded from our website.

- **New Tools and Resources**

No new tools or resources were created, however several of the existing tools mentioned in the chart above were updated with current data.

Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2014. The report is scheduled in conjunction with the Labor Day holiday and is called the Labor Day Report. Each year a general overview of the state's economy is covered including unemployment, employment growth, wages, and income. The report showed information at the state and county level as well as information specific to Montana's Indian reservations. The report is posted on our website: <http://lmi.mt.gov/media/9329/ldr14.pdf> and was downloaded 2,419 times throughout the grant period.

- **Efforts to create and support partnerships and collaborations**

During the program year, staff met with various customers at conferences, workshops, presentations, and other venues. Specifically, the Bureau has been involved with preparing labor market information for use in the submission of several Federal grants, such as the HealthCARE Montana grant (TAA CCCT 4), apprenticeship, RESEA, and work comp legislation.

Staff routinely interact with Governor's office staff, Department leadership, legislators, and other decision makers and continuously review data requests for trends and feedback on products and presentations.

- **Activities to leverage LMI-WI funding**

In addition to the partnerships and collaborations highlighted above, partnerships and collaborations occurred between the Bureau and several other organizations. The Bureau collaborated with the Office of the Commissioner of Higher Education (OCHE) and the Office of Public Instruction on integrating the Big Sky Pathways with the Montana Career Information System and its course planner. A special area was customized for Career Clusters/Pathways. The partnership with OCHE is funded from a portion of the College Access Challenge Grant administered at the state level by OCHE.

During the program year, the Bureau was heavily involved in several initiatives from Governor Bullock. The Main Street Program, Paid Leave Study, and the Equal Pay Task Force required presentations to and interaction with a wide variety of customers, stakeholders and partners. The involvement directly resulted in a heightened level of visibility for the Bureau and some additional funding.

In PY2012, four former Workforce Informer states commenced work on design of the Workforce Informer successor, named LMInformer. The states of Arkansas, Michigan, Montana, and Nevada formed the consortium in PY 2011, with Montana as the lead state. The states leveraged their funding to fund design work by the state of Montana. Montana used Workforce Information Grant funding to support this effort. Design work started in PY2012. The Montana LMInformer launched on November 24, 2014.

The Bureau is currently providing data and analysis support for Unemployment Insurance, RESEA, Worker Profiling, HealthCARE Montana (TAACCCT), and WIOA implementation.

## **RECOMMENDATIONS FOR CHANGES AND IMPROVEMENTS TO THE REQUIRED LMI-WI GRANTS TO STATES DELIVERABLES**

Montana recommends that ETA continue to involve the states in make adjustments to the deliverables by using the BLOC, WIAC, the NASWA LMI Committee, policy councils, or other appropriate entities to propose and discuss potential changes.

Items iv., vii, and viii could be combined into one deliverable as they are often refer to the same efforts in working with customers and partnerships.