

Workforce Information Grant PY 2009 Montana Performance Report

1. Continue to 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 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.

2. Produce and disseminate industry and occupational employment projections.

Montana produced statewide short-term and long-term industry and occupational projections. Short-term projections were produced for the 2009 – 2011 time period and long-term projections were produced for the 2008 – 2018 time period. The data has been submitted to the Projections Managing Partnership (PMP). The Workforce Information Database (WID) has been updated and the information is available at <http://www.ourfactsyourfuture.org/cgi/dataanalysis/AreaSelection.asp?tableName=Occprj> (long-term projections) and <http://www.ourfactsyourfuture.org/cgi/dataanalysis/AreaSelection.asp?tableName=Stocprj> (short-term projections). All data will be input into the WID. A projections publication was produced and posted to the website at: http://www.ourfactsyourfuture.org/admin/uploadedPublications/2912_Proj_2016.pdf

3. Publish an annual economic analysis report for the governor and the SWIB.

Montana published and presented its annual economic analysis report to the governor and the SWIB September 2, 2009. 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: www.ourfactsyourfuture.org and was downloaded 9,411 times throughout the grant period. Direct link: http://www.ourfactsyourfuture.org/admin/uploadedPublications/3668_GovRpt09.pdf

4. Post products, information, and reports on the Internet.

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 (Workforce Informer) allows us to promote a standard electronic delivery system via the Internet that can be accessed 24/7.

During this program year we added online training videos for public consumption. Seven e-learning modules were created to aid our customers in better understanding some of the basics of LMI, definitions, and uses of LMI. Menu of lesson can be found at:

<http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=277>

Training Module	Number of sessions
Transferable Skills	1,328
Labor Market Data Types	476
Finding Employment Information	432
Sorting Through Wage Information	341
The Labor Force	260
Navigating the Basics	231
CIS Portfolio	253
	3,321 Total sessions

We also produce a career information delivery system (CIDS) known as the Montana Career Information System (MCIS). This information was available to all Montanans at no cost during the program year through our partnership with the Student Assistance Foundation via Internet. 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. Agencies are required to register their sites and during the program year there were 511 sites using MCIS. Along with the public access, the total number of logins was 147,636.

We provide the Occupational Supply and Demand System (OSDS) on our website at: <http://www.ourfactsyourfuture.org/cgi/career/?PAGEID=3>. Data was revised in January 2010.

Data populated as noted in items 1-3 are delivered through our website: www.ourfactsyourfuture.org.

There were 264,358 visits to www.ourfactsyourfuture.org during the grant period. Products posted on the website (and provided in print version) include the following:

Publication	Views online	# of printed publications*
OES Wages http://www.ourfactsyourfuture.org/admin/uploadedPublications/4019_OES_wages.pdf	32,994	4
Minimum Wage Fact Sheet http://www.ourfactsyourfuture.org/admin/uploadedPublications/3373_mw09.pdf	6,660	--
Economy At A Glance (EAG) http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=139	34,658	13,956
EAG Articles http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174	30,828	--
EAG Podcasts http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174	5,826	--
County Fliers http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=150	47,962	395

Reservation Fliers	26,682	1,785
http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=249		
Labor Day Reports	9,411	13
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3668_GovRpt09.pdf		
2008-2018 Projections	21,027	25
http://www.ourfactsyourfuture.org/admin/uploadedPublications/2912_Proj_2016.pdf		
Restoration Economy	1,124	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3669_Restoration.pdf		
Labor Availability Study	4,087	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3384_las.pdf		
Occupational Injuries & Illnesses	1,633	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3735_OSH07Report.pdf		
Census of Fatal Occupational Injuries	1,375	50
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3665_08Report.pdf		
WIRED Report	5,000	30
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3622_WIRED_energy.pdf		
Green Jobs	435	
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3602_green_jobs.pdf		
Mass Layoffs	270	
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4023_mass_layoff_pub.pdf		
PEP Talk	2,233	19,563
http://www.ourfactsyourfuture.org/?PAGEID=3&SUBID=287		
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3750_PT_blue.pdf		
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3751_PT_bro.pdf		
Montana Career Guide	36,500	13,739
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3704_CG09.pdf		
Career Heroes:A Career Awareness Workbook (including Teachers' Guide and Cards)	23,272	3,482
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3314_career_heroes.pdf		
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3965_CH_teach_guide.pdf		
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3966_CH_cards.pdf		
Jacob and Emily Skip School: A Career Clusters Workbook (Including Teachers' Guides)	9,032	2,423
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1316_Jacob_N_Emily_Web.pdf		
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1321_Teachers_Guide_Web.pdf		

Experience Wanted: An Employment Guide For Montana Seniors	1,516	7
<u>Experience Wanted Web.pdf</u>		
Inside Edition: Job Hunting Guide For Montanans with Criminal Records	6,026	222
<u>Inside Ed Jan06 Web.pdf</u>		
Willing and Able: Job Hunting Guide For Montanans with Disabilities	2,639	92
<u>Willing and Able Web.pdf</u>		
MCRN Connections Newsletter	4,219	6,922
<u>mcrn cn may10.pdf</u>		
Career Peeks and Alphabet Pages	6,388	4,124
<u>career peeks.pdf</u> <u>alphabet practice pages.pdf</u>		
Interview Tips & Activity	9,619	203
<u>Interview Act.pdf</u>		
Who Needs Math?	4,138	2,181
<u>Who Needs Math Web.pdf</u>		
Who Needs Science?	2,488	2,283
<u>Who Needs Science Web.pdf</u>		
MCIS Jr. Workbook and Implementation Guide	18,955	3,230
<u>MCISjr-09.pdf</u> <u>MCISjrIMP.pdf</u> <u>Ir Quick Look Flier.pdf</u> <u>Ir Port-Flier.pdf</u>		
What to Pack?	5,274	3,273
<u>what2pack.pdf</u>		
Pocket Resume	1,081	3,335
<u>Pocket Resume.pdf</u>		
MCIS Brochure and Informational Products	2,349	251
<u>MCIS Brochure.pdf</u> <u>MCIS Quick Reference Guide.pdf</u>		

R&A 2006 Impact Report	2,366	13
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3898_impact09.pdf		
Skills Worksheets and Cards	4,134	
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3754_skills_cards.pdf		
Website Navigation Guide	29	27
http://dev.workforceexplorer.com/Montan anew/admin/uploadedPublications/1524_Website_Navigation_Guide.pdf		
Foreign Labor Certification Information	859	--
http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=125		

*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.

5. Partner and consult on a continuing basis with workforce investment boards and key talent development partners and stakeholders.

The bureau provided data and economic analysis to members of the SWIB’s 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. R&A 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, R&A 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.

Consultation with Montana Business Assistance Connection:

Examine worker availability and training issues for a three-county area.

Montana College Access Network (MCAN):

MCRN 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. The original format is delivered via podcasts and downloadable transcripts and worksheets. Test are done using Zoomerang survey

software. During the 2009 program year redesign of the lessons began in Articulate, allowing them to be produced into an interactive video format. Completion of the new lessons is slated to be done in the fall of 2010.

Certification	Number of staff certified
Fundamentals of Labor Market Information Level 1	140
Fundamentals of Labor Market Information Level 2	80
The Transferable Skills Power Tool	68

Workforce Incentive Grant:

The State of Montana received a Workforce Incentive Grant for meeting performance standards under WIA. As a result, the Department of Labor and Industry partnered with Adult Basic Education and the Office of the Commissioner of Higher Education on a joint project that became PEP Talk. PEP Talk stands for Personalized Employment Plan and was designed to help unemployed and underemployed adults create personalized employment plans using a simple three step process. Materials (over 18,000 customer packets) were provided to agencies across the state to use with their customers. Seven regional workshops were held between October 2009 and the middle of November 2009 to train over 250 people in the use of PEP Talk. All materials are available online at no cost at www.smartaboutcollege.org. Training videos were also created and posted to the PEP Talk website so anyone can access these tools at no cost 24/7.

6. Conduct special studies and economic analyses.

R&A has increased awareness of our staff's expertise, resulting in increased interest in and requests for special studies and economic analysis. Bureau staff also made many presentations throughout the year, speaking to approximately 550 people about the economy, workforce issues, and career development. During the grant period, the bureau produced the following studies and partnerships:

Northern Plains and Rocky Mountain Consortium Green Jobs Research:

Montana is the lead state in this six state consortium that received a LMI Improvement Grant to study green jobs. During this program year the consortium wrote the grant proposal, organized the work to be undertaken, and administered a green jobs employer survey. The grant will be completed during the 2010 program year. www.researchingthegreeneconomy.com

Partnership with the Flathead Valley Community College:

Examine the link between education and work success in Montana.

Contribute to Department of Labor and Industry's *Main Street* publication

Provide labor market information and insight into a focus area within Montana for Main Street's "highlight" section (Fall 2009 and Spring 2010). Also provide general economic insight articles (Fall 2009).

<http://dli.mt.gov/pub/msthome.asp>

<http://dli.mt.gov/pub/mainstreet/mstreet102009.pdf>

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. During

this grant period we continued to produce podcasts of each Montana Economy at a Glance and feature article. During the grant period the following articles were included:

- Is the American Dream Still Happening in Montana? An Examination of Wage Growth and Mobility
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3582_jun09_art.pdf
- The Impacts of Firm Size on Employment Growth
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3629_jul09_art.pdf
- Reservations in Montana: An Examination of Employment and Industries
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3695_aug09_art.pdf
- Who Are the Unemployed? A Look at Unemployment Insurance Claims Data in Montana
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3733_sep09_art.pdf
- Montana Workers Get a “PEP Talk”
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3782_oct09_art.pdf
- Economic Recovery and the Effects of Montana’s Aging Workforce
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3812_nov09_art.pdf
- Career Spotlight on Home Health Services
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3831_dec09_art.pdf
- Industry Shifts and Montana’s Recovering Economy
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3885_jan10_art.pdf
- How to Outsmart a Recession (or Why It’s Never Too Late for Career Planning)
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3914_feb10_art.pdf
- Montana Wages and Hours: Two Newly Available Data Series Help Complete Montana’s Economic Picture
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3936_mar10_art.pdf
- Signs of an Economic Turnaround in Montana
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3976_apr10_art.pdf
- Mass Layoffs in Montana During 2009
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4014_may10_art.pdf

Recommendations for Improvements or Changes to Deliverables.

While Montana feels we were able to operate within and comply with the deliverables as stated, we also feel there is some room for improvement. Specifically:

- 1) Maximum flexibility must be allowed for states to continue to meet the deliverable to provide an annual economic analysis for the Governor and the SWIB. For example, PY09 saw a continuance of the annual Labor Day Report. However, at the request of the Governor, this report was more narrowly-focused than previous years' reports. The report was subsequently expanded slightly for presentation to the SWIB, but the concern remains that a strict interpretation of the deliverable may find that the initial report to the Governor doesn't meet the intent of the deliverable. One suggestion would be to allow states to show that they provided the information via multiple presentations, publications, and media channels, reaching the intended audiences.
- 2) Often it appears that deliverables 5 and 6 are interchangeable. Most of our consultations result in a presentation, publication, or other type of product/service. Additionally, most, if not all of our grant funding is spent to satisfy deliverables 1 through 4, leaving us to use other funding to fully satisfy deliverables 5 and 6. To further simplify the process, one suggestion would be to combine deliverables 5 and 6.