

MAIN STREET MONTANA PROJECT

A BUSINESS PLAN *For Montana by Montanans*

KEY INDUSTRY NETWORK (KIN) RECOMMENDATIONS

ENERGY KIN

ENERGY KIN RECOMMENDATION 1 (of 4)

Create a permanent Montana Energy Infrastructure Authority (MEIA) or a similar permanent advising and coordinating body by the end of the first quarter of 2016 to address Energy Industry Sector matters. Potential responsibilities in the charter for this authority would include:

- **Developing a comprehensive energy strategy and include strategic plan forward for industry and workforce needs consistent with MT energy statutes.**
- Exploring funding options including public-private partnering solutions for projects
- Managing state resources and facilitate regulatory reviews
- Promote Montana's energy export opportunities
- Coordinating projects and plans of industry companies and interests
- Serving as a resource for the Montana State Legislature
- Collaborate with the Montana University System on energy sector development and innovation

ENERGY KIN RECOMMENDATION 4 (of 4)

Lead and coordinate the effort to ensure a sufficient pipeline of trained workers for the Energy Industry sector through efforts such as:

- Creating a cross-KIN workforce group;
- Developing a platform or process to facilitate employer coordination (apprenticeships, internships, mentorships);
- Determining retraining needs and identifying funding sources for the energy workforce;
- Creating permanent linkages among Department of Labor, the Montana University System and the Energy Industry allowing for regular communication and input from the private sector;
- Marketing career opportunities to students early and educating Montanans about the Energy Sector;
- Exploring successful efforts in other states and in industry concerning recruiting, retaining and re-training workers.
- Developing a web portal that gives access to populations inside and outside of metro areas.

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HEALTH & WELLNESS KIN

HEALTH & WELLNESS KIN RECOMMENDATION 4 (of 5)

Enhance healthcare workforce development:

- Expand apprenticeships and mentorships particularly in rural areas and provide regular reporting on goals and achievements.
 - Incentivize students to participate in apprenticeship and mentorships and make the Montana population aware of training opportunities.
 - Increase Montana University System and Montana Department of Labor & Industry training and educational offerings.
 - Promote healthcare career awareness to K-12 students. Provide certification opportunities for high school students.
 - Provide regular reports that compare the number of high school and higher education healthcare graduates by program (including certifications) with the projections of need produced by the Montana Department of Labor and Industry incorporating input and involvement from the employers in establishing need to set the projections.
 - Develop a web portal that gives access to population inside and outside of metro areas.
 - Expand telemedicine opportunities. Use the technology to supervise, build capacity and provide mentorship.
 - Assess establishing a medical school in Montana by conducting a feasibility study.
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INNOVATION & TECHNOLOGY KIN

INNOVATION & TECHNOLOGY KIN RECOMMENDATION 1 (of 3)

Cultivate needed workforce in MT with skills for high tech sector by increasing and strengthening MT high-tech industry partnership with education including:

- Exploring the potential role of business in increasing MUS recruitment and retention
- Developing a program for businesses to engage within high schools and the Montana University System settings to build a workforce pipeline
- Developing best practice case study examples of educational and career training programs that have developed high-tech workers
- Conducting a job analysis (Dacum study) to identify needed curriculum / programs to determine the educational gaps for IT jobs and careers
- Creating an inventory of programs available for IT training (including funding training) and establish a web based platform to communicate the opportunities and process to keep the site updated

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INNOVATION & TECHNOLOGY KIN

INNOVATION & TECHNOLOGY KIN RECOMMENDATION 3 (of 3)

Cultivate a high-tech business environment in Montana

- Develop incentives to create high paying jobs including a tax credit
 - Market Montana by enhancing state's efforts to grow/attract high tech talent/jobs/companies (GOED and DOC)
Remove barriers to growth including:
 - Modifying restrictive employment laws
 - Providing available and sufficient broadband that is affordable (support KIN efforts)
 - Decreasing costs and increasing the availability of transportation (air, rail, intermodal)
 - Sponsor a statewide plan for growth
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MANUFACTURING KIN

MANUFACTURING KIN RECOMMENDATION 2 (of 4)

In order to insure that Montana manufacturers can meet their workforce needs, for both incumbent workers as well as new hires, the State should create a 5-year workforce development plan that:

- Utilizes and creates an ongoing dialog with all existing workforce development structures and results in an integrated and concerted workforce development system.
- Addresses a variety of workforce issues including but not limited to immigration strategies, automation, Lean Six Sigma Certification, better aligns high school technical training with the needs of manufacturing employers and expands promotion and outreach to high school as well as younger students on manufacturing as a career choice.
- Review the guidelines for existing state grant sources to assure that they address and respond to the needs of manufacturers.

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NATURAL RESOURCES KIN

NATURAL RESOURCES KIN RECOMMENDATION 1 (of 5)

The State in partnership with the Natural Resource Industry Sector should launch educational and public relations campaigns including Montana University System and K-12 programs. These campaigns would cover:

- Highlighting Montana's natural resources sector as the world leader for best practices.
- Emphasizing the higher level of sophistication and conservation measures within today's natural resource industry sector.
- Promoting Montana companies in the sector as good stewards of its natural resources with a balanced approach to development - without asking for incentives associated with other sectors.
- Presenting examples of Montana Natural Resources KIN industries working together in communities across Montana, including tribal communities.
- Showcasing what industries do for Montana and for Montana communities.
- Quantifying all the revenues from natural resources sector companies that go into local and state tax bases.
- With messaging targeted toward businesses, stressing opportunities for Montana natural resources to provide the needed raw materials and work to develop in-state supply chains instead of importing.
- **With messaging targeted toward potential workers; promote higher wages and benefits, skilled jobs and training in the natural resources sector.**
- Have KIN members involved in the boards and council appointment process.
- Make sure there is KIN representation on innovation boards.

SMALL BUSINESS & DOWNTOWN KIN

SMALL BUSINESS & DOWNTOWN KIN RECOMMENDATION 4 (of 5)

Hold an annual small business symposium that includes:

- Networking time
- Create an alliance for an on-going support organization after the conference
- Discussion forum – alliance members
- Sessions for businesses in all phases of life cycle
- Dynamic job fair
- Training opportunities for employees, managers (that include CTE options for some)
- Symposium needs to be state-private partnership so its sustainable; grassroots

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TOURISM KIN

TOURISM KIN RECOMMENDATION 3 (of 4)

Ensure development of tourism workforce by:

- Return the Montana university calendar to a schedule allowing for students to work longer into September and start work later in May or early June. Such a change would also benefit the Fire-fighting and Agriculture sectors.
- Introduce 4th or 5th graders to the Montana Brand as part of a “Discover Montana” program to create appreciation for, and interest in visiting other areas of Montana. This could be accomplished with existing public school programs and National Park service initiatives.
- Increasing 2 and 4 year certification and career opportunities for hospitality and recreation career fields in Montana colleges and universities.
- Include tourism careers and tourism industry marketing as part of dynamic job fairs.
- Examine wage issues to improve job attractiveness (i.e. Tipping).