

MAIN STREET MONTANA PROJECT

A BUSINESS PLAN *For Montana by Montanans*

SWIB Workforce

Draft Standing Committee Assignments for KIN Recommendations

Standing Committee #1 Education and Training Committee

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Standing Committee #1 Education and Training

Recommendations that will be addressed through jointly with Standing Committee #1 and private sector committee members:

HEALTH & WELLNESS KIN RECOMMENDATION 4 (of 5)

Enhance healthcare workforce development:

- Expand telemedicine (training) opportunities. Use the technology to supervise, build capacity and provide mentorship.
Plan: Convened by Standing Committee #1 and including Health & Wellness and Interconnectivity & Telecommunication KIN members, a meeting(s) can be held with members from the Governor's Council on Healthcare Innovation and experts in the field of telemedicine delivery. The goal would be a plan that addressed both capacity and mentorship
- Assess establishing a medical school in Montana by conducting a feasibility study.
Plan: Convened by the committee and including healthcare KIN members, joint meetings can be held with members from the Governor's Council on Healthcare Innovation and the Montana University System. The goal would be a feasibility study.

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:

- Establishing a web based platform to communicate the opportunities and process to keep the site updated
Plan: Expanding to include the similar recommendation from the Energy KIN, the development of this platform could be a joint private-public site that
 - Publicizes training offerings from both industry and the public sector
 - Facilitates employer coordination and information on apprenticeships, internships, mentorships);

Standing Committee #1 could convene a group that including Innovation & Technology, Energy, and Interconnectivity & Telecommunication KIN members, MUS and Tribal college members, MTDLI and OPI staff, and representatives from the Digital Academy and for-profit technology training providers. The goal would be a plan for establishing a site that included decisions on ownership/hosting, financing, oversight, content, and maintenance.

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Standing Committee #1 Education and Training

Recommendations that will be addressed through **jointly** with Standing Committee #1 and private sector committee members (continued):

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:

- Developing a platform or process to facilitate employer coordination (apprenticeships, internships, mentorships);
 - Plan:** Expanding to include the similar recommendation from the Innovation & Technology KIN, the development of this platform could be a joint private-public site that:
 - Publicizes training offerings from both industry and the public sector
 - Facilitates employer coordination and information on apprenticeships, internships, mentorships);

Standing Committee #1 could convene a group that including Energy, Innovation & Technology, and Interconnectivity & Telecommunication KIN members, MUS and Tribal college members, MTDLI and OPI staff, and representatives from the Digital Academy and for-profit technology training providers. The goal would be a plan for establishing a site that included decisions on ownership/hosting, financing, oversight, content, and maintenance.

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Standing Committee #1 Education and Training

Recommendations that will be addressed by **reporting** to Standing Committee #1:

HEALTH & WELLNESS KIN RECOMMENDATION 4 (of 5)

Enhance healthcare workforce development:

- Provide certification opportunities for high school students
Plan: The MUS and MTDLI can provide a bi-annual report on proposed and implemented course and training options. Standing Committee #1 members and Health & Wellness KIN members can review the report and provide input.
- Expand apprenticeships and mentorships particularly in rural areas and provide regular reporting on goals and achievements.
Plan: MTDLI can provide a quarterly update on the expansion of apprenticeships and mentorships to Standing Committee #1 and get feedback from committee and KIN members including Health & Wellness KIN representatives.
- Incentivize students to participate in apprenticeship and mentorships and make the Montana population aware of training opportunities.
Plan: MTDLI can provide a report to the Standing Committee #1 on efforts made to incentivize students and market opportunities statewide for discussion and input.

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:

- Conducting a job analysis (Dacum study) to identify needed curriculum / programs to determine the educational gaps for IT jobs and careers
Plan: The twelve DACUM facilitation experts can provide an annual report to the committee on their occupational and job profile analysis work and solicit input.
- Developing best practice case study examples of educational and career training programs that have developed high-tech workers
Plan: The SWIB staff can provide a report on best case examples. The MUS and MTDLI can provide a bi-annual report on proposed and implemented course and training options. Standing Committee #1 members and Innovation & Technology KIN members can review the report and provide input.

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Standing Committee #1 Education and Training

Recommendations that will be addressed by **reporting** to Standing Committee #1:

INNOVATION & TECHNOLOGY KIN RECOMMENDATION 1 (of 3)

- Creating an inventory of programs available for IT training (including funding training)
Plan: The MUS, OPI, and MTDLI can provide an annual report on available IT training. The SWIB staff can provide a report on private sector trainings. Standing Committee #1 members and Innovation & Technology KIN members can review the report and provide input.

TOURISM KIN RECOMMENDATION 3 (of 4)

Ensure development of tourism workforce by:

- Increasing 2 and 4-year certification and career opportunities for hospitality and recreation career fields in Montana colleges and universities.
Plan: The MUS and MTDLI can provide a bi-annual report on proposed and implemented course and training options as well as new MUS degree offerings. Standing Committee #1 members and Tourism KIN members can review the report and provide input.

SMALL BUSINESS & DOWNTOWN KIN RECOMMENDATION 4 (of 5)

Hold an annual small business symposium that includes:

- Training opportunities for employees, managers (that include CTE options for some)
Plan: With the successful fulfillment of the Small Business KIN recommendation to have a symposium realized with the MSMP Innovate Symposium year, SWIB staff can convene a meeting with the planning members of the event, Standing Committee #1 members, MUS and MTDLI staff, and KIN members from various industry sectors to discuss the idea of how to add training opportunities at a future event.

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Standing Committee #2 Recruitment and Retention Committee

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Draft Standing Committee Assignments for KIN Recommendations

Standing Committee #2 Recruitment and Retention

Recommendations that will be addressed through **jointly** with Standing Committee #2 and private sector committee members:

SMALL BUSINESS & DOWNTOWN KIN RECOMMENDATION 4 (of 5)

Hold an annual small business symposium that includes:

- Dynamic job fair
Plan: With input from the Small Business & Downtown KIN members and expanding to include the similar recommendation from the Tourism KIN, SWIB staff could hold a meeting to explore with the Standing Committee #2 and KIN members and the features and desired outcomes of a dynamic job fair with the goal of setting the groundwork for having a public-private sector sponsored job fair in 2017.

TOURISM KIN RECOMMENDATION 3 (of 4)

Ensure development of tourism workforce by:

- Include tourism careers and tourism industry marketing as part of dynamic job fairs.
Plan: With input from the Tourism KIN members and expanding to include the similar recommendation from the Small Business & Downtown KIN, SWIB staff could hold a meeting to explore with the Standing Committee #2 and KIN members and the features and desired outcomes of a dynamic job fair with the goal of setting the groundwork for having a public-private sector sponsored job fair in 2017.

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:

- Better aligns high school technical training with the needs of manufacturing employers.
- 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.

Plan: The RevUp work and summary report can provide a basis for a plan. Convened by the committee and including Manufacturing KIN and Energy KIN members and the Montana Manufacturing Extension Center Director, a meeting(s) can be held to review progress and next steps.

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Standing Committee #2 Recruitment and Retention

Recommendations that will be addressed by **Reporting** to Standing Committee #2:

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.

Plan: The RevUp work and summary report can provide a basis for a plan. The Governor's Office is creating a working group to develop an Energy Infrastructure Authority. This group could provide regular updates on progress and get input from Standing Committee #2.

INNOVATION & TECHNOLOGY KIN RECOMMENDATION 3 (of 3)

Cultivate a high-tech business environment in Montana

- Sponsor a statewide plan for growth

Plan: With the Governor's Office of Economic Development as the lead, the SWIB staff and Ad Hoc Committee #2 members could be part of planning meetings to provide input on workforce and WIOA plan connections.

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:

- Determining retraining needs and identifying funding sources for the energy workforce;

Plan: Using the RevUp plan work and report as the base, the Work-based Learning Unit staff can lead the work gaining input from Standing Committee #2 and Energy Kin members

- Exploring successful efforts in other states and in industry concerning recruiting, retaining and re-training workers.

Plan: Expanding to include a similar recommendation from the Innovation & Technology Kin, SWIB staff can provide a report on other state efforts.

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Recommendations that will be addressed by **Reporting** to Standing Committee #2
(continued):

HEALTH & WELLNESS KIN RECOMMENDATION 4 (of 5)

Enhance healthcare workforce development:

- 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.

Plan: The MUS and MTDLI are currently conducting a joint workforce pipeline study to assist colleges with the prioritization of resources to best meet industry demands. Some of this will become available as MTDLI, DPHHS and OPI address combined reporting requirements for the Workforce Innovation and Opportunity Act (WIOA). As data-sharing agreements are put into place and data is transformed into informative reports, DLI (along with DPHHS and OPI) will begin to run comparisons of actual vs. projected and build out other mechanisms to be as transparent and forth-coming with information so that consumers can make the most informed choices possible. Amy Watson provide an initial report to SWIB and can provide updates to Standing Committee #2

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

Plan: The MUS, led by Industry Driven Workforce Development Partnerships Director Dr. Kirk Lacy, is currently expanding access points and input by the private sector into course and degree offerings. Dr. Lacy can provide regular updates on his work to Standing Committee #2.

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Recommendations that will be addressed by **Reporting** to Standing Committee #2:

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:

- Marketing career opportunities to students early and educating Montanans about the Energy Sector;

HEALTH & WELLNESS KIN RECOMMENDATION 4 (of 5)

Enhance healthcare workforce development:

- Promote healthcare career awareness to K-12 students.

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:

- With messaging targeted toward potential workers; promote higher wages and benefits, skilled jobs and training in the natural resources sector.

TOURISM KIN RECOMMENDATION 3 (of 4)

Ensure development of tourism workforce by:

- 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.

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:

- Developing a program for businesses to engage within high schools and the Montana University System settings to build a workforce pipeline

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:

- Expands promotion and outreach to high school as well as younger students on manufacturing as a career choice.

Plan: All of these recommendations could be part of enhanced career awareness work within Montana's K-12 and MUS system. Under the leadership from the Governor's Education Policy Advisor Siri Simille, a working group can be established with provides regular updates to Standing Committee #2