



Wednesday, December 16, 2020

Zoom ® Meeting

Helena, MT

MEMBERS PRESENT: Paul Hopfauf (Chair), Dean Bentley (Vice Chair), Grover Wallace, Jennifer Kobza, Rebecca Morgan, Becky Bey, Ross Lane, Heather O'Hara, Steven Nicholls, Al Ekblad, Melanie Schwarz, Bill Collins, Aaron Pratt (Designee), Scott Eychner (Designee), Katie Madsen (Designee), Jolene Schalper, Brock Tessman (Designee)

MEMBERS EXCUSED: Jeaneen Campbell, Asta So, Karen Miller, Deborah Poteet, Commissioner Mike McGinley, Director Sheila Hogan, Representative Joel Krautter

STAFF: Shannon Lewis

CALL TO ORDER/ROLL CALL: Chair Hopfauf called the meeting to order at 1:00 PM.

ROLL CALL: Shannon Lewis conducted roll call and established a quorum.

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

Mr. Bentley moved, and Ms. Madsen seconded a motion to approve the agenda.

The motion carried.

SEPTEMBER 9, 2020 MINUTES: Chair Hopfauf asked for a motion to approve the draft meeting minutes from the September 9, 2020 meeting.

Mr. Ekblad moved, and Mr. Wallace seconded a motion to approve the September 9, 2020 meeting minutes.

The motion carried.

CHAIR'S REMARKS:

Chair Hopfauf discussed the challenges of safely doing work and supporting your workforce through the pandemic. He discussed the board's role in supporting employers and individuals as Montana begins to get back to normal. He also let the SWIB know about his new role as the board chair of the Montana Chamber of Commerce and the organization's companion work to upskill Montanans and create an environment of entrepreneurship and workforce readiness. He also welcomed new board members and let them know how important their commitment to the board is to Montana.

WORKFORCE DEVELOPMENT UPDATES:

Chair Hopfauf kicked off the workforce updates for the board, and while there have been significant changes to how businesses are working through the pandemic, there is still

growth happening throughout the state. Some of the largest shifts reported to the board are within the public institutions, with OCHE, OPI, and DLI pivoting to serve students, employers, and individuals most heavily impacted by the pandemic. In addition, many large employers serving on the board have moved to a fully remote operation for safety. Those who are unable to go remote, like the essential workers at NorthWestern Energy and those working in the mines at Sibanye-Stillwater have exercised caution, and continue working with modifications for safety.

UPDATE ON MONTANA'S ECONOMY:

Barbara Wagner, Chief Economist, Montana Department of Labor & Industry

Ms. Wagner updated the board on the impacts of COVID-19 on Montana's economy. The initial impact of the virus on Montana's economy was significant, the shutdown led to widespread unemployment, and dislocations throughout the state. Industries with the greatest impact were in the service and tourism sectors, which employed the largest groups of workers that were at the greatest risk for exposure to the virus. Since the initial economic shutdown, Montana's economy continues to show steady improvement in the industries coming back, and the number of individuals applying for assistance through the unemployment insurance program. Should Montanans continue exercising caution to ensure the virus doesn't have rapid spread, Montana's economy should continue to slowly recover. That said, most economists aren't expecting a full recovery for some time.

SWIB OVERVIEW:

Ms. Lewis provided an overview of the SWIB's responsibilities as outlined in the Workforce Innovation and Opportunity Act (WIOA) and its role within the public workforce and talent development system. She discussed the goals and priorities outlined in WIOA 4-year state plan and the overarching themes of developing an accessible, aligned, and accountable workforce and talent development system throughout the state. She discussed the one-stop system and the partnerships that happen at the state and local level to create a system designed to serve individual Montanans and businesses.

BYLAW REVIEW AND APPROVAL:

Ms. Lewis reviewed the SWIB's bylaws and discussed the proposed language change regarding full board meetings. Previously the bylaws required the board to meet twice/year; however, with the work ahead, it was proposed that the board meet four times/year to better guide the recovery strategy of the state.

Mr. Ekblad moved, and Mr. Wallace seconded a motion to approve the updated bylaws.

The motion carried.

MONTANA CHAMBER OF COMMERCE YOUTH ENTREPRENEURSHIP PRESENTATION:

Mr. Matt Olson from the Montana Chamber of Commerce presented information about the Chamber's Youth Entrepreneurship program that is designed to align the Chamber's goals of coordinating with educators and industry partners to help cultivate work-ready, skilled, and innovative youth. The program is in its first year and has seen a lot of

traction across the state as schools look to engage with employers and innovative approaches to soft skills development. SWIB board members will connect with the Montana Chamber of Commerce to engage with the program and support its efforts across the state.

ADJOURNMENT:

Chair Hopfauf adjourned the meeting at 4:15 PM.



Wednesday, September 9, 2020

Zoom ® Meeting
Helena, MT

MEMBERS PRESENT: Dean Bentley, Ross Lane, Asta So, Rebecca Morgan, Paul Hopfauf, Vicky Byrd, Ken Fichtler (Designee), Scott Eychner (Designee), Commissioner Jane Weber, Katie Madsen (Designee), Chanda Hermanson-Dudley (Designee), Brock Tessman (Designee)

MEMBERS EXCUSED: Loren Rose, Karen Miller, Heather O'Hara, Representative Joel Krautter, Director Tara Rice, Commissioner Mike McGinley, Grover Wallace, Becky Bey, Jennifer Kobza, Al Ekblad

GUESTS:

Kathleen O'Leary, Deputy Commissioner, Montana Department of Labor & Industry

STAFF: Shannon Lewis

CALL TO ORDER/ROLL CALL: Chair Bentley called the meeting to order at 9:00 AM.

ROLL CALL: Shannon Lewis conducted roll call and established a quorum.

PANEL DISCUSSION: HOW DO WE RETURN TO WORK SAFELY, KEEPING EMPLOYEES AND CUSTOMERS SAFE

PANELISTS:

Dr. Maggie Cook-Shimanek, Medical Director, Employment Relations Division, Montana Department of Labor & Industry

Dr. Greg Holzman: State Medical Officer, Montana Department of Public Health and Human Services

Tiffany Ott: Occupational Health Safety Specialist, Employment Relations Division, Montana Department of Labor & Industry

Jake Sandau: Occupational Health Safety Specialist, Employment Relations Division, Montana Department of Labor & Industry

Dr. Cook-Shimanek and Dr. Holzman led the conversation about the impacts of COVID-19 in the workplace. Employees and employers throughout the state have had questions about how to work safely. Largely, employee safety and the employer's responsibilities to ensure safety falls on the Occupational Safety and Health Administration (OSHA). Guidance from OSHA wasn't designed to cover a highly-contagious virus, therefore much of the guidance for safety in the workplace has come from Centers for Disease Control (CDC). The CDC's guidance is the best resource for employers who are looking at how to operate safely through the pandemic.

Dr. Holzman discussed the public health response to the virus, and discussed Montana's capacity and response to containing the virus and ensuring there are enough resources in place should the pandemic continue spreading throughout the state. He encouraged SWIB members to share the best practices and factual information about how to best control the spread of the virus. Including masking, practicing good hygiene, and avoid large crowds, events, and use caution when indoors.

THE RURAL LANDSCAPE: WHERE'S THE OPPORTUNITY, WHAT ARE THE CHALLENGES?
PRESENTER:

Dr. Jayne Morrow, Assistant Vice President of Research, Economic Development, and Graduate Education, Montana State University

Dr. Morrow presented on the impacts of COVID-19 in rural communities and how rural areas are responding. She discussed the need for rural communities to look beyond disruptions, like the disruption caused by COVID-19, and find ways to collaborate and develop resiliency so that when disruptions occur, rural areas are better positioned to withstand the impacts and recover without long-term devastation. She discussed models that have worked across the globe with building partnerships and issue-based work that could be replicated in communities in Montana to help build the infrastructure necessary to create community-based resiliency models.

ADJOURNMENT:

Chair Bentley adjourned the meeting at 12:45 PM.