

# Year One Work Plan



On August 11, 2025, Governor Greg Gianforte announced the 406 JOBS initiative and signed Executive Order 5-2025 to implement the initiative. 406 JOBS is designed to modernize Montana's workforce, ensuring that every Montanan has a pathway to a career and a plan to achieve it.

**4** Pathways to Work

**65**  
TASKS

**48**  
METRICS

**48**  
DESIRED OUTCOMES

**0** Barriers to Employment

**6** High Demand Industries

## 12 Priority Initiatives

Increase Registered Apprenticeship Pathways

Prepare Workforce for AI and Automation Opportunities

Establish Local Sector Partnerships in High Demand Sectors

Address Child Care Shortages to Enable Labor Force Growth

Reduce Barriers to Employment through Disability Empowerment

Highlight Military Service and Support Veteran Transitions

Establish Office of Reentry Programs

Launch Statewide Credential Registry

Modernize Career Exploration Tools

Expand Jobs for Montana's Graduates & Empowered Sites

Tell the Story of Workforce in Montana

Improve System Leadership, Coordination, & Communication



## KEY PARTNERS

Industry Leaders

Employers

Workforce Partners

Tribal Leaders

Department of  
Labor & Industry

Office of Public Instruction

Office of the Commissioner  
of Higher Education

Department of Public Health  
& Human Services

Department of Commerce

Department of Administration

Education & Training  
Providers

The Year One Work Plan identifies high-impact, measurable activities designed to support the goals of 406 JOBS. Each task includes expected outcomes and performance metrics. While not exhaustive of all ongoing efforts statewide, these priorities represent areas with the potential for the greatest measurable progress.

## Workforce Goals

Ensure every Montanan has a clear and actionable career pathway

Reduce barriers for individuals who have exited the workforce

Increase labor force participation, quarter over quarter

Expand the number of Montanans earning a self-sufficient wage

406 JOBS is intended to be an evolving, flexible framework—not a fixed or static plan. It will guide long-term workforce development strategy, foster collaboration, and support ongoing stakeholder engagement to strengthen Montana's workforce and economy.

## ANNUAL PROJECTED JOB OPENINGS, 2024-2034

