

Workforce Information Grant

PY 2011

Montana Progress Report Submitted by the Research and Analysis Bureau, Montana Department of Labor and Industry

PROGRAM DELIVERABLES

- **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 (SWIB) 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. Version 2.5 of the WIDb has been populated.

- **Produce and disseminate industry and occupational employment projections.**

Montana produced sub-state long-term projections for 2010 – 2020 and statewide short-term projections for 2011 – 2013. The data was submitted to the Projections Managing Partnership (PMP) on June 30, 2012. The data is available by going to <http://www.ourfactsyourfuture.org/cgi/dataanalysis/?PAGEID=94> and selecting either the 10 year long term or 2 year short term links.

- **Conduct and publish relevant economic analyses, special workforce information, and/or economic studies**

- Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2011. 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 14,371 times throughout the grant period. Direct link: http://www.ourfactsyourfuture.org/admin/uploadedPublications/4521_LDR-11.pdf
- The Bureau 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 2,511 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 was the lead state in this six state consortium that received a LMI Improvement Grant to study green jobs. During this program year the consortium completed its work in August 2011. The completed research reports were posted to the Workforce3One website. Several of the reports are also posted to our website at: <http://www.ourfactsyourfuture.org/?PAGEID=4&SUBID=297> This includes the final consortium report as well as the results of our New Hires surveys.

- Partnership with the Flathead Valley Community College: Examine the link between education and work success in Montana.

- ***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 this grant period we added e-book versions of each feature article. The e-book versions are available in epub and mobi. All versions of each Economy At A Glance can be found at: <http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174>

During the grant period the following articles were included:

Employees Wanted: A Look at Job Vacancies in Montana

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4873_art-0612.pdf

Does Montana Have a Turnover Problem?

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4828_art-0512.pdf

Degrees of Success Earnings by Education Degree Types in Montana and the United States

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4797_art-0412.pdf

Creative Destruction: The Birth and Death Cycle of Businesses in Montana

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4765_art-0312.pdf

Made in America: A New Perspective on Manufacturing in Montana and the U.S.

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4751_art-0212.pdf

Long-Term Unemployment in Montana

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4705_art-0112.pdf

Military Veterans in Montana: What Do We Know?

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4665_dec11_art.pdf

More Insights from the Green Jobs Survey

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4607_nov11_art.pdf

Gender Difference in Montana's Labor Force

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4589_oct11_art.pdf

Weathering the Storm: How Industry Mix Helped Montana Withstand the Recession

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4542_sep11_art.pdf

How Green in Montana's Economy?

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4495_aug11_art.pdf

Checking the Job Boards-What Job Postings Tell Us About Unemployment in Montana

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4476_jul11_art.pdf

Who Gets Paid What? The OES – Your Source for Information on Montana Wages and Jobs

http://www.ourfactsyourfuture.org/admin/uploadedPublications/4444_jun11_art.pdf

- **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 (LMInformer) allows us to promote a standard electronic delivery system via the Internet that can be accessed 24/7. Montana is lead state in the LMInformer Consortium. The Consortium is in the development phase of the dotnet rewrite of the LMInformer product. The content management system, Umbraco, has been chosen, and training on the Umbraco CMS was conducted in May 2012.

In addition to the core Workforce Information Database delivery, Montana includes e-learning modules to help customers become more familiar with labor market information terms and uses.

Training Module	Number of sessions
Labor Market Information training for the public	8,630
Job Service Labor Market Information Certification training	1,575
	10,205 Total sessions

We also produce a career information delivery system (CIDS) known as the Montana Career Information System (MCIS). This information was available via Internet to all Montanans at no cost during the program year through a College Access Challenge Grant (CACG) . 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 582 sites using MCIS. Along with the public access, the total number of logins was 170,048.

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 2012.

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

There were 458,260 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/4321_OES_wages.pdf	144,534	3
Minimum Wage Fact Sheet http://www.ourfactsyourfuture.org/admin/uploadedPublications/4651_min-wage.pdf	6,976	--
Economy At A Glance (EAG) http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=139	151,243	720
EAG Articles http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174	66,001	--
EAG Podcasts	14,278	--

http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174		
EAG E-books	13,591	--
http://www.ourfactsyourfuture.org/?PAGEID=67&SUBID=174		
County Fliers	130,372	343
http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=273		
Reservation Fliers	74,092	120
http://www.ourfactsyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=249		
Labor Day Reports	14,371	50
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4096_LDR-10.pdf		
2010-2020 Projections	32,613	176
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4543_projections.pdf		
Restoration Economy	1,115	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3669_Restoration.pdf		
Labor Availability Study	5,370	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3384_las.pdf		
Occupational Injuries & Illnesses	8,408	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4599_OSHS10.pdf		
Census of Fatal Occupational Injuries	5,564	--
http://ourfactsyourfuture.org/admin/uploadedPublications/4486_CFOI_10.pdf		
WIRED Report	2,303	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3622_WIRED_energy.pdf		
Green Jobs	7,607	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3602_green_jobs.pdf		
Mass Layoffs	512	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4347_MLS-10.pdf		
PEP Talk	16,234	165
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	105,012	14,842
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4530_CG11.pdf		
Career Heroes: A Career Awareness Workbook (including Teachers' Guide and Cards)	95,317	1,718
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)	30,078	743
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	17,126	135
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1018_Experience_Wanted_Web.pdf		
Inside Edition: Job Hunting Guide For Montanans with Criminal Records	13,601	331

http://www.ourfactsyourfuture.org/admin/uploadedPublications/446 Inside Ed Jan06 Web.pdf		
Willing and Able: Job Hunting Guide For Montanans with Disabilities	17,616	261
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1821 Willing and Able Web.pdf		
MCRN Connections Newsletter	15,675	
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4356 mcrn cn may11.pdf		
Career Peeks and Alphabet Pages	24,638	2,037
http://www.ourfactsyourfuture.org/admin/uploadedPublications/2053 career peeks.pdf http://www.ourfactsyourfuture.org/admin/uploadedPublications/2054 alphabet practice pages.pdf		
Interview Tips & Activity	56,392	45
http://www.ourfactsyourfuture.org/admin/uploadedPublications/2746 Interview Act.pdf		
Who Needs Math?	28,030	
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1916 Who Needs Math Web.pdf		
Who Needs Science?	4,348	
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1991 Who Needs Science Web.pdf		
MCIS Jr. Workbook and Implementation Guide	45,363	1,186
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3375 MCISjr-09.pdf http://www.ourfactsyourfuture.org/admin/uploadedPublications/3442 MCISjrIMP.pdf http://www.ourfactsyourfuture.org/admin/uploadedPublications/3708 jr Quick Look Flier.pdf http://www.ourfactsyourfuture.org/admin/uploadedPublications/3707 jr Port-Flier.pdf		
What to Pack?	33,791	
http://www.ourfactsyourfuture.org/admin/uploadedPublications/2832 what2pack.pdf		
Pocket Resume	1,479	
http://www.ourfactsyourfuture.org/admin/uploadedPublications/2081 Pocket Resume.pdf		
MCIS Brochure and Informational Products	15,085	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3964 MCIS Brochure.pdf http://www.ourfactsyourfuture.org/admin/uploadedPublications/1876 MCIS Quick Reference Guide.pdf		
R&A 2011 Impact Report	6,201	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4700 impact11.pdf		
Skills Worksheets and Cards	583	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/3754 skills cards.pdf http://www.ourfactsyourfuture.org/admin/uploadedPublications/4823 SkillsWorksheet.pdf		
Facts About Private and Government Employment	1,495	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4216 state pay report.pdf		
Transmission Lines Economic Impact	698	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4094 TransImpact.pdf		
Power Point Presentations: Into the Future Conference- Montana AFL-CIO and BBER Economic Outlook Montana's Labor Markets	924	--
http://www.ourfactsyourfuture.org/cgi/career/?PAGEID=3&SUBID=281		

*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.

- **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. The Bureau 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, the Bureau 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.

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, tests were done using Zoomerang survey software. All of the lessons were redone in PY2011 with the tests embedded at the end of each lesson. This has made the entire certification process less time consuming for R&A to administer and easier for the Job Service staff to complete.

Strategic Prevention Enhancement Consortium:

The Bureau is working with the Addictive and Mental Disorders Division, Strategic Prevention Enhancement Consortium in providing research on current and optimal workforce levels (county level), identify healthcare workforce and youth worker shortage areas, and workforce supply and demand levels.

Montana Healthcare Workforce Advisory Committee (MHWAC):

The MHWAC proposes implementation of a Montana Affordable Care Act State Health Care Workforce Development Planning Grant with participating members of 11 different agencies/groups. The Bureau is charged with analysis of state labor market information, current and projected workforce needs related to health care.

LMInformer Consortium:

Montana is the lead state of the LMInformer Consortium (formerly the Workforce Informer Consortium). During the program year the Consortium laid the groundwork for the consortium with creation and implementation of the bylaws and Memorandum of Understanding. Montana requested and received a Technical Assistance Training Grant from ETA to bring in a trainer for

the Umbraco content management system that the consortium will be using to develop and maintain the new LMInformer product. Ground work for development is in place and during the upcoming program year development will be completed.

Montana Tech College of Technology:

Develop a pilot for utilizing practice tests to identify students in need of additional math and English skills to enter postsecondary.

Department of Public Health and Human Services and Department of Corrections:

Providing input with publications and juvenile probation career development using MCIS.

Office of Public Instruction:

Collaborated with OPI and their 21st Century Learning.

DESCRIPTION OF THE ANNUAL ECONOMIC ANALYSIS OR SPECIAL REPORTS PRODUCED

Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2011. 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 14,371 times throughout the grant period. Direct link: http://www.ourfactsyourfuture.org/admin/uploadedPublications/4521_LDR-11.pdf

WHY GRANT DELIVERABLES NOT ACCOMPLISHED

All grant deliverables were met during PY2011.

OUTCOMES COMPARED TO THE GRANT STATEMENT OF WORK DELIVERABLES

All grant deliverables were met during PY2011 in accordance with the grant statement of work.

CUSTOMER CONSULTATIONS REGARDING STATE WORKFORCE INFORMATION PRODUCTS AND SERVICES

During the program year staff met with various customers at conferences and workshops. Preview copies of career materials were sent to select teachers for review and feedback. Feedback was collected and incorporated into the final products.

Web statistics are reviewed several times a year to gauge usage of individual products as well as search terms, browsing history etc. These statistics along with our database of customer contacts are used to improve and enhance existing products and as ideas for writing articles for the Economy At A Glance newsletter.

ACTIVITIES UNDERTAKEN TO ADD CUSTOMER VALUE, WHERE NEEDS FOR IMPROVEMENT ARE INDICATED

All customer feedback, positive and negative are provided to Bureau leadership. Major successes and failures are discussed at weekly management team meetings and, where necessary, a plan of action is developed and monitored to completion.

EFFORTS TO CREATE AND SUPPORT PARTNERSHIPS AND COLLABORATIONS, INCLUDING STATE ACTIVITIES TO LEVERAGE LMI-WI FUNDING, NEW AND ESTABLISHED PARTNERSHIPS, ACTIVITIES, LINKAGES, TOOLS AND RESOURCES CREATED THROUGH OR SUPPORTED BY STATE AND LOCAL PARTNERSHIP ACTIVITIES OR COLLABORATION DURING THE PROGRAM YEAR

In addition to the partnerships and collaborations highlighted above, partnerships and collaborations occurred between the Bureau and several other organizations. The Bureau collaborated with the Office of the Commissioner of Higher Education and the Office of Public Instruction on integrating the Big Sky Pathways with the Montana Career Information System and its course planner. Multiple presentations were made around the state on the project. The Big Sky Pathways/course planner tool is being implemented by high schools all across the state. Additionally, the Bureau partnered with Montana State University on healthcare workforce research to be used by both entities.

NEW TOOLS OR RESOURCES DEVELOPED IN PY 2011

In PY2011 we added ebooks to our website. With the growing popularity of ebook readers and our Montana Economy at a Glance publication we decided to expand the options for our customers to include ebooks in the epub and mobi formats. Since launching this resource in December 2011, they have been downloaded 13,591 times.

An enhanced feature on our website is the addition of including a Prezi presentation on the homepage. The first one we created was The Importance Of Career Planning. The purpose of including Prezis on the website is to encourage our customers to look at specific resources on our website. In the fall we will post a Prezi on our Census of Fatal Occupational Injuries report.

RECOMMENDATIONS FOR CHANGES AND IMPROVEMENTS TO THE REQUIRED LMI-WI GRANTS TO STATES DELIVERABLES

The only recommendation that Montana has is to continue to involve the states in discussing any changes to the grant plan guidance prior to formalizing it. This involvement could happen in several forums, to include using the Workforce Information Council as a conduit for state feedback. For example, the inclusion of a fully-completed SF424A vs. only sections D and E, as required in prior years, was not vetted through the states, nor does it appear to value-add to the process.