

Workforce Information Grant

PY 2015

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 2.6.1 of the WIDb has been populated and is used to display Montana data on our website: www.lmi.mt.gov.

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

Montana produced statewide long-term projections for 2014 – 2024 and statewide short-term projections for 2015 – 2017. Substate long-term 2015-2025 and short-term 2015-2017 projections were produced as well. The data was submitted to the Projections Managing Partnership (PMP). The data is available on our website by going to the data search tool and selecting projections. Two publications were produced as well. One publication organized projections by career cluster for use by educators

(<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2282/Montana-Job-Projections-by-Career-Cluster-2014-2024>) and the other is an in-depth analysis of both the short term and long term, sub-state and statewide industry and occupational projections

(<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2283/Montana-Employment-Projections-2015-2024>).

- **Conduct and publish relevant economic analyses, special workforce information, and/or economic studies of benefit to the Governor and state and local Workforce Information Boards.**

- Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2015. 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: lmi.mt.gov and was viewed 4,670 times throughout the grant period. Direct link:

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2311/Labor-Day-Report-2015>.

- Montana Main Street Project – In support of Governor Bullock's Montana Main Street Initiative, Bureau economists provided consultation related to the Governor's initiative.

- Gender Pay Equity Task Force – Bureau staff provided information, consultation, and presentations in support of Governor Bullock’s Gender Pay Equity Task Force operations. Our chief economist presented on this topic at the Equal Pay Summit:
<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/4474/The-Pay-Gap-in-2016>
- Our support of and participation in these and similar efforts have increased awareness of our staff’s expertise, in turn increasing requests for special studies and economic analysis. Bureau staff also made many presentations throughout the year, speaking to approximately 2,341 people at 138 events about the economy, workforce issues, and career development. Additionally, staff answered numerous information requests from a wide variety of customers across, and outside of, the state.
- During the grant period, the Bureau also continued its partnerships with the Montana University System, Carroll College, and the Flathead Valley Community College to examine the link between education and workforce success in Montana. This year the Bureau produced an in-depth report for the labor market outcomes for Missoula College. Presentations on this report have been made across the state to various groups as well as the Montana Board of Regents and the State Workforce Innovation Board. The report can be found at:
http://lmi.mt.gov/Portals/135/Publications/LMI-Pubs/Labor%20Market%20Publications/MC%20Report%20FINAL_8.0.pdf.
- The Bureau published comparative information about Montana’s minimum wage using the Estimates Delivery System (EDS, now LEWIS) among other tools and sources. By statute, Montana’s minimum wage is adjusted every January 1st. Updated information about Montana’s minimum wage is always in demand when that adjustment occurs.
- **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. Issues of the Montana Economy At A Glance can be found at: <http://www.lmi.mt.gov>

During the grant period the following articles were included:

The Demographics of Unemployment Insurance Claimants

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/4317/The-Demographics-of-Unemployment-Insurance-Claimants>

Equal Pay Day

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/4112/Equal-Pay-Day>

The Economics of Rural Health Care

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/3599/The-Economics-of-Rural-Health-Care>

Spokes in a Wheel: A Comparison of Montana’s Industries

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/3455/Spokes-in-a-Wheel-A-Comparison-of-Montanas-Industries>

Examining Montana's Wages

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/3035/Examining-Montanas-Wages>

Paid Family Leave in Montana

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2553/Paid-Family-Leave-in-Montana>

The Complex Causes of the Gender Pay Gap

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2559/The-Complex-Causes-of-the-Gender-Pay-Gap>

Montana's Labor Shortage and Paid Family Leave

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2558/Montana%E2%80%99s-Labor-Shortage-and-Paid-Family-Leave>

Where Are the Workers?

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2424/Where-Are-the-Workers>

Hiring Workers in the Labor Shortage

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2425/Hiring-Workers-in-the-Labor-Shortage>

Montana Labor Day Report 2015: A Summary

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2426/Montana-Labor-Day-Report-2015-A-Summary>

The Health Care Labor Market in Montana

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2427/The-Health-Care-Labor-Market-in-Montana>

Will Montana Face a Worker Shortage?

<http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2428/Will-Montana-Face-a-Worker-Shortage>

- **Partner and consult on a continuing basis with workforce investment boards and other key workforce and economic development partners and stakeholders.**

The Bureau provided data and economic analysis to members of the SWIB 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 provided input on the writing of the WIOA State Plan. 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 Innovation Board:

The Bureau provided analysis and guidance for the WIOA state plan in several areas including performance reporting.

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):

The Bureau 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. Most new Job Service staff get certified. During the program year the content of the training videos was updated.

Montana Healthcare Workforce Advisory Committee (MHWAC):

The Bureau continued to sit on and advise the MHWAC. 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). Initial members are the states of Arkansas, Michigan, Montana, and Nevada. Worked continued on improving the data search tool and the newest version of the LMInformer was launched December 2015 for Montana and in the late spring/early summer for Nevada and Michigan. Arkansas is scheduled to launch this summer and the consortium is working on processes to open up consortium membership for other states.

Unemployment Insurance:

Provided assistance with Unemployment Insurance program evaluation. Economists have been working with UI on updating the worker profiling model and RESEA.

Apprenticeship:

Economists have been working with data from the apprenticeship unit to analyze data. The apprenticeship unit has been working with the Bureau's career resources staff and the Jobs for Montana Graduates (JMG) program to coordinate outreach activities.

Job Service Operations:

Creating reports for the Bureau Chief on various aspects of program delivery and customers served.

Montana Nurses Association:
Report on workplace injuries for nurses.

Montana Department of Transportation:
Provided employment data for transportation modeling.

Department of Public Health and Human Services and Job Service Operations:
Consulted on HELP-Link implementation and evaluation. HELP-Link is part of the Medicaid expansion enacted during the last legislative session. It includes a work component for those individuals who cannot pay their premium.

Presentations:
During the program year, presentations were made to 2,341 people on labor market and career information at 138 different events.

- **Activities undertaken to meet customer needs**

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 Montana Economy At A Glance newsletter.

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. The LMInformer website design is a direct result of customer feedback on the usability of the LMInformer's data search tool. A redesign of the data search tool of the website started July 7, 2015 based on customer feedback on the tool's usability issues. We have continued to monitor feedback and make adjustments as a result.

We added monthly reservation unemployment rates to our website and monthly Economy At A Glance based on feedback from Native American stakeholders.

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 the lead state in the LMInformer Consortium. The Consortium has successfully implemented the LMInformer during this program year for Montana, Michigan and Nevada.

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 primarily through a College Access Challenge Grant (CACG) and the Healthcare Montana grant (TAA CCCT grant). 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. It has now been included as part of the WIOA state policy. Everyone getting

services under WIOA must create a portfolio in MCIS and do at least on career activity within the program. We have seen a dramatic increase in usage as a result. During the program year there were 693 sites using MCIS and 94,681 active portfolios. Along with the public access, the total number of logins was 152,815.

Data populated as noted in items 1-3 are delivered through our website: www.lmi.mt.gov. There were 103,403 visits since December 23, 2015 when the new website was launched. Stats are not available for the period starting July 1, 2015 to December 22, 2015 due to the change to different servers and platforms. Estimated total views and downloads for the entire period could reasonably be doubled from the numbers listed below. Products posted on the website (and provided in print version) include the following:

Publication	Views online	Downloaded	Printed	url
Montana Career Guide	3,550	88	Was out of print during this time period	http://lmi.mt.gov/Publications/PublicationsContainer/PID/34826/evl/0/CategoryID/308/CategoryName/Career
Career Heroes	4,836	111	1,692	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2325/Career-Heroes-A-Career-Awareness-Workbook
Career Peeks	346	35	742	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2320/Career-Peeks-A-Career-Awareness-Activity-Book
Alphabet Pages	178	23	98	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2319/Career-Peeks-Alphabet-Pages
Experience Wanted: Job Hunting Guide for Senior Citizens	252	15	Available online only. We did print 15 on request.	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2327/Experience-Wanted-A-Job-Hunting-Guide-for-Montana-Seniors
Inside Edition: Job Hunting Guides for Ex-Felons	275	11	Available online only. We did print 20 on request.	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2329/Inside-Edition-A-Job-Hunting-Guide-for-Montanans-with-Criminal-Records
Interview Tip Sheet	231	65	10	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2314/Job-Interview-Tips
Jacob and Emily Skip School: A Career Clusters Story	1,626	50	200	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2322/Jacob-and-Emily-Skip-School
MCIS Junior Materials	1,142	58	1,201	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2324/MCIS-Junior-Workbook

Mock Job Interview Activity	1,112	NA	Available online only. We did print 10 on request.	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2403/Mock-Job-Interview-Activity
PEP Talk Packets	1,519	68	932	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2312/PEP-Talk-Workbook
Pocket Resume	251	52	186	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2313/Pocket-Resume
What to Pack	406	55	380	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2321/What-to-Pack
Who Needs Science?	178	19	Available online only.	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2317/Who-Needs-Science
Who Needs Math?	3,297	23	Available online only.	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2316/Who-Needs-Math
Willing and Able: Job Hunting Guide for Persons with Disabilities	370	10	Available online only. We did print 18 on request.	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2328/Willing-and-Able
Occupational Wage Rates	2,006	215	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2306/Informational-Wage-Rates-by-Occupation
Occupational Illnesses and Injuries	107	89	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2378/Occupational-Injuries-and-Illnesses-Montana-2014
Census of Fatal Occupational Injuries	142	91	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2307/Montana-Census-of-Fatal-Occupational-Injuries-2014
Reservation Fliers	2,273	195	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/PID/34826/evl/0/CategoryID/307/CategoryName/Reservation-Profiles
County Fliers	18,246	10,923	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/PID/34826/evl/0/CategoryID/306/CategoryName/County-Profiles
Labor Day Report	4,670	45	10	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2311/Labor-Day-Report-2015
Montana Economy At A Glance	4,693	211	1,560	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/3034/Montana-Economy-at-a-Glance
Economy At A Glance Articles	19,093	10,765	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/PID/34826/evl/0/CategoryID/301/CategoryName/Articles
Job Projections by Career Cluster	1,541	146	1,000	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2282/Montana-Job-Projections-by-Career-Cluster-2014-2024

Job Projections 2015-2024	3,442	105	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2283/Montana-Employment-Projections-2015-2024
Power Point Presentations	1,740	1,152	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/PID/34826/evl/0/CategoryID/276/CategoryName/Presentation
Montana Career Resources Newsletter	730	NA	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/3958/Montana-Career-Resource-Newsletter-May-2016
Minimum Wage Facts	533	70	Available online only	http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2305/Minimum-Wage-Fact-Sheet

*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.

- **New Tools and Resources**

The Career Guide was redesigned and combines our special population information from the Willing and Able, Inside Edition, and Experience Wanted publications into one publication. This has eliminated the extra expense of printing similar information in four different publications. The new Career Guide also focuses on guiding readers to the Montana Career Information System to get more in-depth career information. With this simple change we were able to eliminate approximately 30 pages by not including the occupational information within the publication. We were able to print more copies due to the lower cost of printing 50 pages versus 80 pages.

Montana published and presented its annual economic analysis report to the governor and the SWIB in the fall of 2015. 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: <http://lmi.mt.gov/Publications/PublicationsContainer/ArtMID/34826/ArticleID/2311/Labor-Day-Report-2015> and was viewed 4,670 times throughout the grant period. Several presentations on the Labor Day Report were made to various groups throughout the year.

- **Efforts to create and support partnerships and collaborations**

During the program year, staff met with various customers at conferences, workshops, presentations, and other venues. Specifically, the Bureau has been involved with preparing labor market information for use in the submission of several Federal grants, apprenticeship, RESEA, and in implementation of Montana's Medicaid expansion called the HELP Act.

Staff routinely interact with Governor's office staff, Department leadership, legislators, and other decision makers and continuously review data requests for trends and feedback on products and presentations.

- **Activities to leverage LMI-WI funding**

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 (OCHE) on the Missoula College Report.

During the program year, the Bureau was heavily involved in several initiatives from Governor Bullock. The Main Street Program, Paid Leave Study, and the Equal Pay Task Force required presentations to and interaction with a wide variety of customers, stakeholders and partners. The involvement directly resulted in a heightened level of visibility for the Bureau and some additional funding.

In PY2012, four former Workforce Informer states commenced work on design of the Workforce Informer successor, named LMInformer. The states of Arkansas, Michigan, Montana, and Nevada formed the consortium in PY 2011, with Montana as the lead state. The states leveraged their funding to fund design work by the state of Montana. Montana used Workforce Information Grant funding to support this effort. Design work started in PY2012. The latest version of the Montana LMInformer launched on December 23, 2015.

The Bureau is currently providing data and analysis support for Unemployment Insurance, RESEA, Worker Profiling, HealthCARE Montana (TAACCCT), and WIOA implementation.

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

Montana recommends that ETA continue to involve the states in make adjustments to the deliverables by using the BLOC, WIAC, the NASWA LMI Committee, policy councils, or other appropriate entities to propose and discuss potential changes.

Items iv., vii, and viii (as listed on page 8 of the TEGL 39-14) could be combined into one deliverable as they are often refer to the same efforts in working with customers and partnerships.