

**Workforce Information Grant
PY 2010
Montana Progress Report
Submitted by:
The Research and Analysis Bureau
Montana Department of Labor and Industry**

1. 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.

2. Produce and disseminate industry and occupational employment projections.

Montana produced sub-state long-term projections for 2008 – 2018 and statewide short-term projections for 2010 – 2012. The data was submitted to the Projections Managing Partnership (PMP) on June 30, 2011. 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.

3. Conduct and publish relevant economic analyses, special workforce information, and/or economic studies determined to be of benefit to the governor and state and local WIBs.

Montana published and presented its annual economic analysis report to the governor and the SWIB September 2010. 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 10,115 times throughout the grant period.

Direct link: http://www.ourfactsyourfuture.org/admin/uploadedPublications/4096_LDR-10.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 1,223 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 is the lead state in this six state consortium that received a LMI Improvement Grant to study green jobs. During this program year the consortium administered a green jobs employer survey, new hires survey and other research projects contained within the grant proposal. The grant will be completed during the 2011 program year. www.researchingthegreeneconomy.com

Partnership with the Flathead Valley Community College:

Examine the link between education and work success in Montana.

Contribute to Department of Labor and Industry's *Main Street* publication

Provide labor market information and insight into a focus area within Montana for Main Street's "highlight" section (Fall 2010). Also provide general economic insight articles (Fall 2010).

<http://dli.mt.gov/pub/msthome.asp>

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 the grant period the following articles were included:

- Real Income Growth for Montana's Long-Term Employees
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4015_jun10_art.pdf
- Examining the "Jobless Recovery": Types of Unemployment and Montana's Labor Market
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4058_jul10_art.pdf
- The State of Montana's Economy: Highlights from our Annual Labor Day Report 2010
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4107_aug10_art.pdf
- Job Polarization in Montana
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4158_sep10_art.pdf
- How Has Montana's Job Market Changed? A Look at Montana's Job Service Job Orders
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4210_oct10_art.pdf
- How Long Does a Job Last? Job Retention and Worker Skills in Montana's Economy
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4196_nov10_art.pdf
- Too Qualified for Employment
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4215_dec10_art.pdf
- Labor Force and Industry Exits in Montana's Economy
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4282_jan11_art.pdf
- Mergers and Acquisitions: Are They Good for Montana?
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4296_feb11_art.pdf
- Montana's Real Wage Growth Over Time
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4325_mar11_art.pdf
- How Many People Hold Multiple Jobs in Montana and Where Do They Work?
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4364_apr11_art.pdf
- Examining the Problem of Short Job Duration
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4402_may11_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

4. 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 (Workforce Informer) allows us to promote a standard electronic delivery system via the Internet that can be accessed 24/7. On February 28, Ciber, Inc. ended its web hosting and maintenance relationship with Montana. Montana is now self-hosting its website. Service delivery has improved in speed and performance since migrating to the self-hosting option. Plans are in the works to move the entire electronic delivery system into the dotnet environment.

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
Transferable Skills	2,002
Labor Market Data Types	853
Finding Employment Information	794
Sorting Through Wage Information	714
The Labor Force	578
Navigating the Basics	493
CIS Portfolio	402
	5,858 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 558 sites using MCIS. Along with the public access, the total number of logins was 155,360.

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 2010.

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

There were 311,083 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	94,135	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/4321_OES_wages.pdf		
Minimum Wage Fact Sheet	5,467	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/4206_mwfacts.pdf		
Economy At A Glance (EAG)	53,366	22,559
http://www.ourfactyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=139		
EAG Articles	39,960	--
http://www.ourfactyourfuture.org/?PAGEID=67&SUBID=174		
EAG Podcasts	8,877	--
http://www.ourfactyourfuture.org/?PAGEID=67&SUBID=174		
County Fliers	65,038	87
http://www.ourfactyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=150		
Reservation Fliers	37,800	660
http://www.ourfactyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=249		
Labor Day Reports	10,114	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/4096_LDR-10.pdf		
2008-2018 Projections	28,619	601
http://www.ourfactyourfuture.org/admin/uploadedPublications/2912_Proj_2016.pdf		
Restoration Economy	665	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/3669_Restoration.pdf		
Labor Availability Study	3226	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/3384_las.pdf		
Occupational Injuries & Illnesses	5,314	50
http://www.ourfactyourfuture.org/admin/uploadedPublications/4135_OSH08.pdf		
Census of Fatal Occupational Injuries	2,388	50
http://www.ourfactyourfuture.org/admin/uploadedPublications/4092_CFOI09Report.pdf		
WIRED Report	741	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/3622_WIRED_energy.pdf		
Green Jobs	464	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/3602_green_jobs.pdf		

Mass Layoffs	4,142	--
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4347_MLS-10.pdf		
PEP Talk	4,511	--
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	53,728	12,661
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4166_CareerGuide.pdf		
Career Heroes: A Career Awareness Workbook (including Teachers' Guide and Cards)	47,972	2,113
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)	13,268	1,281
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	1,750	152
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1018_Experience_Wanted_Web.pdf		
Inside Edition: Job Hunting Guide For Montanans with Criminal Records	10,166	118
http://www.ourfactsyourfuture.org/admin/uploadedPublications/446_Inside_Ed_Jan06_Web.pdf		
Willing and Able: Job Hunting Guide For Montanans with Disabilities	6,710	118
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1821_Willing_and_Able_Web.pdf		
MCRN Connections Newsletter	5,329	7,500
http://www.ourfactsyourfuture.org/admin/uploadedPublications/4356_mcrn_cn_may11.pdf		
Career Peeks and Alphabet Pages	8,398	1,353
http://www.ourfactsyourfuture.org/admin/uploadedPublications/2053_career_peek.pdf http://www.ourfactsyourfuture.org/admin/uploadedPublications/2054_alphabet_practice_pages.pdf		
Interview Tips & Activity	21,772	192
http://www.ourfactsyourfuture.org/admin/uploadedPublications/2746_Interview_Act.pdf		
Who Needs Math?	6,337	1,036
http://www.ourfactsyourfuture.org/admin/uploadedPublications/1916_Who_Needs_Math_Web.pdf		

Who Needs Science?	2,851	1,039
http://www.ourfactyourfuture.org/admin/uploadedPublications/1991_Who_Needs_Science_Web.pdf		
MCIS Jr. Workbook and Implementation Guide	16,575	1,106
http://www.ourfactyourfuture.org/admin/uploadedPublications/3375_MCISjr-09.pdf		
http://www.ourfactyourfuture.org/admin/uploadedPublications/3442_MCISjrIMP.pdf		
http://www.ourfactyourfuture.org/admin/uploadedPublications/3708_Ir_Quick_Look_Flier.pdf		
http://www.ourfactyourfuture.org/admin/uploadedPublications/3707_Ir_Port-Flier.pdf		
What to Pack?	16,907	2,419
http://www.ourfactyourfuture.org/admin/uploadedPublications/2832_what2pack.pdf		
Pocket Resume	1,012	620
http://www.ourfactyourfuture.org/admin/uploadedPublications/2081_Pocket_Resume.pdf		
MCIS Brochure and Informational Products	3,523	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/3964_MCIS_Brochure.pdf		
http://www.ourfactyourfuture.org/admin/uploadedPublications/1876_MCIS_Quick_Reference_Guide.pdf		
R&A 2006 Impact Report	4,975	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/4261_impact10.pdf		
Skills Worksheets and Cards	239	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/3754_skills_cards.pdf		
Website Navigation Guide	1,098	--
http://dev.workforceexplorer.com/Montan anew/admin/uploadedPublications/1524_Website_Navigation_Guide.pdf		
Foreign Labor Certification Information	318	--
http://www.ourfactyourfuture.org/cgi/databrowsing/?PAGEID=4&SUBID=125		
Facts About Private and Government Employment	1,105	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/4216_state_pay_report.pdf		
Transmission Lines Economic Impact	753	--
http://www.ourfactyourfuture.org/admin/uploadedPublications/4094_TransImpact.pdf		

*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.

5. 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 are done using Zoomerang survey software. During the 2009 program year redesign of the lessons began in Articulate, allowing them to be produced into an interactive video format. The new lessons were completed in the fall of 2010.

B. Customer Consultations

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.

C. Partnerships and Collaborations

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.

D. Recommendations for Improvements or Changes to the Deliverables

Recommendations provided in the PY2009 Progress report were implemented by ETA. These improvements to the deliverables were appreciated. We have no other recommendations for changes or improvements at this time.