

GOVERNOR'S WORKFORCE INVESTMENT BOARD

INSIDE THIS ISSUE:

| | |
|------------------|---|
| Incentive Report | 2 |
| JobLINC | 2 |
| OCS | 3 |
| Thank You's | 3 |
| Member Notes | 3 |
| Upcoming Events | 3 |
| MECAP | 4 |
| Conferences | 4 |
| Invitation | 5 |
| Job Service | 6 |
| JMG | 7 |
| Websites | 8 |



Mail or E-Mail?

Due to the high volume of our newsletter distribution, we will be converting as many people to our e-mail distribution. This distribution will provide you with our link to the monthly newsletter. Please notify Marla Tilton at (406) 444-9241 or mtilton@state.mt.us with your e-mail address. Thank you.

Official Website of the Montana State Workforce Investment Board:

[http://www.state.mt.us/gov2/css/
boards/workforce/default.asp](http://www.state.mt.us/gov2/css/boards/workforce/default.asp)

LETTER FROM THE CHAIR

Dear State Workforce Board Members and Interested Parties;

*I am pleased to announce that at our next meeting of May 9, 2003, we will have the pleasure of a very special speaker, **Governor Judy Martz**. I look forward to hearing from her about her vision and goals for this Board in the coming year. This Board, as defined in regulation, is an advisory body to the Governor. In this role, the WIB helps shape the future and the focus to provide the best systems and economic information and recommendations to the Governor in the coming fiscal year. I hope you will join me in moving forward with this goal.*

I recently had the opportunity to travel to Washington D.C. and attend conferences for the National Association of State Workforce Board Chairs as well as the National Association of State Workforce Boards (a staff article starting on Page 4 contains more of the detail). This set of meetings gave me an opportunity to network with other state board chairs and staff, and to attend numerous training, work, and roundtable sessions. These discussions and training sessions provide valuable insight into opportunities and problems that we may need to act on here in Montana. My hope is that the funding the Workforce Investment Board needs in order to be successful will be available in the coming year. We intend to keep ourselves informed as legislation takes shape at the federal level; and will update the Board frequently.

Besides my continual gratitude to the current Board members, I would like to thank all of those new volunteers who have committed to serve on the Board and the various Board Committees. Your valuable contribution of time and effort will benefit economic and workforce development and the State of Montana.

*Haley Beaudry, Chair
Governor's Workforce Investment Board*

LEGISLATIVE NEWS

HB 564 and **SB 271** that we mentioned in our March issue are still in progress. We will try to update you towards the end of the Legislative Session.

Please find some statistics on the numbers of bills we have seen through this Legislative Session on Page 8 of this newsletter.

INCENTIVE WORKGROUP REPORT

At the December Statewide Workforce Board Meeting, staff was tasked with creating a workgroup to study and develop a comprehensive plan in order to obtain a performance incentive grant, funded by the U.S. Department of Labor. The opportunity to apply for this grant was created when the partners (Local Workforce Investment Boards, Carl Perkins, and Office of Public Instruction Adult Ed) met their performance requirements for the year ending June 30, 2002.

This group agreed to create a plan, for use of the incentive grant, with a single focus of addressing the **Health Care Worker** shortage in Montana. Each partner contributes based on their area of specialty. As a result, several workgroup meetings have taken place with the following results:

- ◆ Local Workforce Investment Boards will focus their efforts with the local and community provider networks to increase awareness of training and career opportunities in the Health Care Industry, provide Soft Skill Training, and referral to other workforce programs.
- ◆ Office of Public Instruction and Adult Education will focus on K-12 and continuing Adult Education providing career opportunities and coordinating services with the Local Boards and Carl Perkins.
- ◆ Carl Perkins will be incorporated into the overall plan by providing secondary and post-secondary training and career pathways while working with the Local Boards and Office of Public Instruction, Adult Education.

At the time of printing of this article, U.S. Department of Labor has not released official notification or application procedures. However, the group continues to work together and refine the plan that will eventually be submitted. Also, this workgroups' success in working together has prompted a request by the group to continue the workgroup beyond the current focus on health care issues and include others in future discussions of issues.

Gary Warren, DLI

JOB LINC—MONTANA'S WORKFORCE DEVELOPMENT SYSTEM

What's in it for the business customer?

Montana's workforce development system—known as JobLINC, was established as a result of the Workforce Investment Act (WIA) of 1998. JobLINC is a partnership of a variety of entities at both the local and state level, which have some relationship to workforce development. Each JobLINC partner contributes to the overall effectiveness of the system through the unique services and programs they provide.

Typically, discussions and decisions about JobLINC and WIA focus on people in need of training and employment. For most JobLINC partners, business customers are thought of as folks that provide the **employer voice** on the state and local workforce boards, and are sources of job openings for their training and job-seeking clients. Of all the partners in the JobLINC system, only one has identified business as its primary customer.

For several years, the Workforce Services Division of the Department of Labor & Industry has been engaged in a cultural change focused on customer satisfaction and continuous improvement. One major result of that change was the focus on the needs of our business customers and the decision to strengthen and improve the business services offered through the statewide network of local Job Service Workforce Centers. (See article on Job Service Workforce Centers on Page 6.)

Kathy Yankoff, DLI

Workforce Investment Board Members

Haley Beaudry

External Affairs Manager
Columbia Falls Aluminum Co
Columbia Falls, MT

Cristina Boyle

Mgr Sales & Marketing
Frontline Processing Corp
Bozeman, MT

Leroy Bingham

President
Tribal Planning Services
Billings, MT

Carol Brooker

County Commissioner
Sanders County Commission
Thompson Falls, MT

Dick Brown

Senior Vice President
MT Hospital Association
Helena, MT

Webb Brown

President
MT Chamber of Commerce
Helena, MT

Caroline Brown

Director, Planning Dept
Fort Belknap Tribal Council
Harlem, MT

Bill Case

Center Director
Anaconda Job Corps Center
Anaconda, MT

Susan Christoffersen

Executive Director
The Nurturing Center
Kalispell, MT

Vicki Cocchiarella

Senator
Missoula, MT

Jim Davison

Executive Director
Anaconda Local Development
Anaconda, MT

Bruce Day

Executive Director
Rural Employment
Opportunity, Inc.
Helena, MT

OFFICE OF COMMUNITY SERVICE

The Office of Community Service is the administrative arm for the Governor's Commission on Community Service, which manages AmeriCorps programs with federal funding from the Corporation for National and Community Service (AmeriCorps). The broader goal the Commission has adopted is to enhance the civic engagement of all Montanans by expanding service opportunities for all Montanans.

The specific programs and services of the Office include:

- Training and Technical Assistance—Each year we provide 8 training sessions (500 attendees) designed to give AmeriCorps programs and local partners the tools they need to address community problems.
- Governor's Conference on Civic Engagement
- Governor's Awards for Civic Engagement—Commission assists the Governor in identifying individuals and organizations who have made outstanding contributions to their community.
- Commission awards **over \$2.1 million** to implement AmeriCorps programs across the state. These programs include the Montana Conservation Corps, Montana Campus Compact, Montana Technology Corps, Western Montana Literacy Corps and Blackfeet Youth Initiative.



Continued on Page 5

THANK YOU

We truly want to make our newsletter a collaboration of all workforce areas of Montana. Our **special thanks** to the following people for their help with the submission of an article in this issue:

- ◆ Anne Carpenter, Early Childhood Apprenticeship & Training Specialist, DLI
- ◆ Steve Nelsen, Executive Director, Governor's Office of Community Service
- ◆ Kathy Yankoff, Business Services Coordinator, DLI
- ◆ Tom Frisby, Manager, Billings Job Service Workforce Center
- ◆ Lorelee Robinson, State Coordinator, Jobs for Montana Graduates

Member Notes

New member appointments will be announced at the May meeting.

UPCOMING EVENTS

National WIA/NASWA Reauthorization Meeting

- ◆ Late April (place and time TBA later)

Executive Committee of the Montana Governor's State Workforce Investment Board

- ◆ May 8, 2003 in Helena, MT at the Colonial Hotel (7:00-8:30pm)

Montana Governor's State Workforce Investment Board

- ◆ May 9, 2003 in Helena, MT at the Colonial Hotel (8:30am to 4:00pm)

Members Continued...

Jerry Driscoll

Executive Secretary
AFL-CIO
Helena, MT

Ellen Engstedt

Executive Vice President
Montana Wood Products
Helena, MT

George Erickson

Director
MT-Idaho Experience Works
Great Falls, MT

Becky Erickson

Owner
Sam's Supper Club
Glasgow, MT

David Gibson

Chief Business Officer
Governor's Office of Economic
Opportunity
Helena, MT

Gail Gray

Director, Dept of
Public Health & Human
Services
Helena, MT

Lew Grill

Co-Founding Partner
The Sage Corporation
Billings, MT

Diane Harkins

Safety Director
PPL Montana
Billings, MT

Cary Hegreberg

Executive Director
MT Contractor's Association
Helena, MT

Jim Hollenback

Manager—LAS
Superior, MT

Verdell Jackson

Representative
Kalispell, MT

MECAP MONTANA EARLY CHILDHOOD APPRENTICESHIP PROGRAM

The Montana Department of Labor and Industry has partnered with DPHHS, the Early Childhood Project (ECP) at Montana State University (MSU), and the University of Montana—Western to guide a Montana Child Care Development Specialist Apprenticeship Project. The project was initially funded by a federal grant through the US Department of Labor in 2001. This project was designed to be an 18-month project, but has been extended to December 2003. The project was intended to **improve the quality of early care** and education services available in Montana, by expanding the availability and utilization of the existing Child Care Development Specialist Apprenticeship Program on a statewide basis.



The Child Care Development Specialist Apprenticeship Project has enabled childcare workers, who make minimal wages, to pay the cost of taking higher education courses that will lead to a degree in Early Childhood and/or Child Development. To become eligible, an employer/sponsor must be a Montana state registered or licensed childcare facility, a Head Start program, have a Federal licensed facility or be a Tribal licensed facility, and the sponsor must be at least a Level III on the Montana Early Care and Career Development Practitioner's Registry.

The apprentice must be at least 18 years of age, have a high school diploma or GED, be physically able to perform the job duties, and must have the mental aptitude to complete the college courses.

The grant, which is known as MECAP (Montana Early Childhood Apprenticeship Program), had originally targeted 80 participants, but has actually registered over 150 apprentices in the field of Early Care. The program has had 31 apprentices complete the program, and still has 105 active apprentices to date.

Anne Carpenter, DLI

WASHINGTON DC CONFERENCES

Several national workforce organizations held conferences in Washington D.C. during the last week of February and the first week of March. The main topics centered on Personal Re-Employment Accounts (PRAs) and Workforce Investment Act (WIA) reauthorization. The following are the conferences attended and a few of the topics and speakers.

- ◆ National Association of State Workforce Agencies- February 26-28
 - o Dr. Allen Schick, Visiting Scholar, Brookings Institute spoke on the condition of the budget, the rules and procedures that affect decisions, and the choices the President and Congress make.
 - o Grace Kilbane, Administrator, Workforce Investment System, U.S. Department of Labor and other panelists spoke on the PRAs and the part they play in the Presidents economic stimulus package.
 - o Honorable Elaine L. Chao, Secretary, U.S. Department of Labor, provided insight into the administrations economic goals, WIA reauthorization and PRAs.
 - o Honorable Emily Stover DeRocco, Assistant Secretary of Labor and Mason Bishop, Deputy Assistant Secretary provided information on the administrations WIS reauthorization proposal.

Continued Page 6

Members Continued...

Wendy Keating

Commissioner
Dept of Labor & Industry
Helena, MT

Susan Knedler

Vice President
Hi Heat Industries
Lewistown, MT

Dennis Lerum

Executive Assistant
to the Provost
Missoula College of Tech
Missoula, MT

Joe Mathews

Administrator
Dept of PHHS
Helena, MT

Linda McCulloch

Superintendent
Office of Public Instruction
Helena, MT

John Musgrove

Representative
Havre, MT

Jon Oldenburg

Attorney at Law
Lewistown, MT

Chuck Olson

Vice President
James Talcott Construction
Great Falls, MT

Lyle Phillips

HR Manager
Columbia Falls Aluminum Co
Columbia Falls, MT

James Reno

County Commissioner
Yellowstone County
Billings, MT

Byron Roberts

Executive Director
MT Building Industry
Association
Helena, MT

Diane Ruff

President
Associated Employers of MT
Billings, MT

INVITATION FROM THE SOUTH CENTRAL JOBLINC

Exciting things are going on in Billings at the South Central JobLINC One-Stop Center. The South Central JobLINC Community Management Team extends an invitation to you, the members of the **State Workforce Investment Board** and interested parties to visit our new One-Stop Center.

Fourteen (14) agencies and organizations are co-located or hotelling at the Center and providing a wide variety of employment, training and social services to Workforce Investment Act customers. The One-Stop Center is located at 2121 Rosebud Drive on Billings' growing West-end. Features at the One-Stop Center include two of the finest Job Seeking and Business Services Resource Areas in the nation, a Community Conference Center, Video and Audio Training Library, Public Internet Computers, and Handicapped Accessible Services to name a few.



The response to the Center has been outstanding. We are expecting to serve 90,000 customers at the Center this year and that does not include those who visit us on the Internet at Montana Job Source, by e-mail or by telephone. Please come and see the front line services for which you have provided the direction. If you have questions or need more information, please call Tom Frisby, at 406-655-6045.

COMMUNITY SERVICE CONTINUED FROM PAGE 3

Our AmeriCorps programs provide opportunities to over 300 Montanans to serve up to one year working on **community projects**. A Member receives a living stipend of \$9600 for the year of service and earns an education voucher of \$4725 upon completion. The only requirement for joining AmeriCorps is to be at least 17 years old and willing to work long hours in difficult situations.

A brief glimpse at the annual accomplishments our programs produce illustrates the diverse nature of our programs and activities.

Education—AmeriCorps members working on projects that improve education:

- Tutored and/or taught 2220 students
- Mentored 562 students

Natural Resources—AmeriCorps members working on natural resource projects:

- Built or restored 560 miles of trails
- Restored or conserved 15 miles of rivers
- Constructed 151 miles of fencing on public lands
- Restored or improved 57 parks

Human Needs—AmeriCorps members working on projects that meet human service needs:

- Improved 158 community buildings
- Involved in constructing 55 housing units
- Delivered 520 meals on wheels

Public Safety—AmeriCorps members working on projects to improve public safety:

- Involved 188 juvenile offenders in community service

Steve Nelsen, OCS

Members Continued...

Jeff Rupp
Chief Executive Officer
Bozeman District IX HRDC
Bozeman, MT

Gary Willis
Director of HR
Shodair Hospital
Helena, MT

Board Staff

Gary Warren, DLI

Marla Tilton, Governor's
Office of Economic
Opportunity

*“If
my mind
can conceive it,
and
my heart
can believe it,
I know
I can
achieve it.”*

*The Reverend
Jesse Jackson*

CONFERENCES CONTINUED FROM PAGE 4

- ◆ National Association of State Workforce Board Chairs- March 1-2
 - o Chairs discussion of WIA reauthorization and workforce legislation.
 - o Martin Jensen, Senior Policy Analyst, Center for best practices, NGA addressed the administrations budget priorities and future funding issues.
 - o Panel discussion of business perspective on shaping the future of workforce development.
 - o Chairs panel discussion of priorities for reauthorization.
 - o Jane Oates, Senate Committee on Health, Education, Labor and Pensions and Christine Devere, House Committee on Ways and Means addressed in a panel format the view from the "Hill".
- ◆ National Association of State Workforce Boards- March 2-4
This conference was attended by over 2400 participants and was comprised of dozens of concurrent sessions addressing a variety of local, state, and national issues. Many of the same administration officials who spoke at previous conferences were in attendance and spoke to the issues again in this forum.

Gary Warren, DLI

JOB SERVICE WORKFORCE CENTERS BUSINESS CUSTOMER SERVICES

Over the past few years, each of the 23 local Job Service Workforce Centers in Montana has started to provide enhanced services to business customers that go beyond the traditional labor exchange (matching job seekers to employers' openings) and are more Human Resource (HR) management in nature. In Montana, a large majority of the businesses are small operations – lacking HR departments or even staff with HR experience. This provides the Workforce Services Division, through its local Job Service Workforce Centers with a great outreach opportunity to fill an unmet need for many of our business customers.

The types of services provided to business customers includes such things as:

- Posting job openings and providing referral services according to the customer's needs
- Proficiency testing of job applicants
- Providing access to a business resource center or library
- Performing job analysis
- Developing job descriptions and effective hiring procedures
- Assisting with development of employee handbooks
- Distributing all-in-one mandatory employment posters at no cost
- Providing information on labor market trends to support local economic development activities
- Providing information on labor and human rights laws

All services are customized to meet the needs of the individual business customer.

As the demand for these services has grown, local Job Service Workforce Center Managers have increased the amount of time their staff devotes to these duties. Every Center in the state has at least one **Business Advocate**, and most large Centers now have two or more Advocates.

It is noteworthy that the provision of these types of services to business customers began with the development of the Business Advocate program in the Flathead Job Service Workforce Center at the urging of the local Job Service Employer Committee (JSEC).

To learn more about business customer services available in your community, contact your local Job Service Workforce Center and ask to speak to a Business Advocate.

Kathy Yankoff, DLI



Speakers for our May 9th Meeting

Governor Judy Martz

Norma Boetel, Chair
Balance-of-State

Anne Carpenter, DLI
*Early Childhood
Apprenticeship & Training*

John Cech, Dean
MSU-Billings COT

Kelly Chapman, DLI
Public Information Officer

Ingrid Childress, DLI
Workforce Services Division

Dave Gibson
*Governor's Office of
Economic Opportunity*

Bob Henry, Chair
*Concentrated Employment
Program*

Gordy Higgins, DLI
Job Service Programs

Mark Maki, DLI
*Apprenticeship & Training
Programs*

Jody Messinger
Office of Public Instruction

Steve Nelsen
*Governor's Office of
Community Service*

Bob Rafferty, DLI
*Office of Research &
Analysis*

Lorelee Robinson
*Jobs for Montana
Graduates*

Kathy Yankoff, DLI
*Business Services
Coordinator*

INTRODUCTION TO JOBS FOR MONTANA'S GRADUATES (JMG)

Let me introduce you to a unique program - Jobs for Montana's Graduates (JMG). JMG was created in April 1990 to assist Montana high school students to stay in school, graduate and successfully transition from school to work. JMG's mission is twofold:

1. to provide classroom instruction and work-based learning opportunities to students in grades nine through twelve; and high school dropouts ages 16-18 which will enhance their career awareness, remediation, self-esteem and work readiness;
2. to identify young people who can benefit the most through participating in JMG and prepare them for meaningful career-oriented jobs, matching the students with community job opportunities and providing long-term follow-up to facilitate their successful transition from school to work.

The methods used to operate this program include a unique combination of in-school and out-of-school services provided by a Career/Job Specialist. Key elements are:

- ◆ Competency-based instruction in the area of career development, job attainment, job survival, basic skills, leadership and self-development and personal skills.
- ◆ Establishing a motivational student organization, the Montana Career Association.
- ◆ Job development and placement.
- ◆ Post graduation follow-up.
- ◆ Active partnership between government, labor, business, education and the community.

JMG and WIA program principals are similar. These principals include achieving comprehensive, long-term intervention; providing a broad selection of services keyed to youth's needs; having strong business involvement; and requiring performance accountability. **Since funding is limited, it would be mutually beneficial to partner these two programs whenever possible, providing year-round quality service to Montana's young people.**

Over the past ten years the Butte District XII Human Resource Council (HRC) has partnered with JMG to implement this program at Butte High School and Butte Abraham Lincoln Alternative School (ALAS). The HRC, JMG and school district provide funding to support the program. Together, we serve those young people who can benefit the most. Those students meeting WIA eligibility are given priority for enrollment in the summer program.

If you are interested in partnering with JMG, please contact Lorelee Robinson, State Coordinator at 406-444-2534.



Experience

is not

what

happens to you,

it is

what you

do with

what

happens to you.

Aldous Huxley

State of Montana

Governor's State Workforce
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LEGISLATIVE NEWS CONTINUED

As of April 1, 2003...

There have been 773 House Bills introduced: Of those----

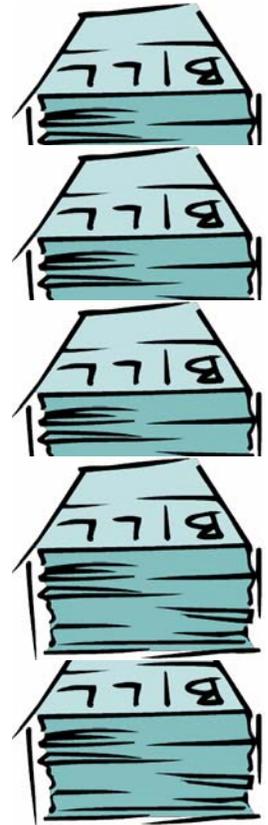
345 are either dead, tabled or postponed
179 have been sent to the Governor
249 are still alive

There have been 488 Senate Bills introduced: Of those----

209 are either dead, tabled or postponed
79 have been sent to the Governor
200 are still alive

That leaves 449 bills to be dealt with in the remaining 15 legislative days, if they adjourn on April 17th; 22 days if they adjourn on April 29th. Some of the 449 will no doubt die after April 3, 2003 when the transmittal of revenue bills takes place.

70 bills have been dealt with one way or the other since March 26th.



The Eternal Flame



This Newsletter is dedicated to the memory of Desiree Taggart. Desiree will be missed for her skill and dedication to the SWIB and our workforce of Montana.

WORKFORCE WEBSITES

Workforce Investment Act:

- ◆ <http://www.doleta.gov/usworkforce/asp/act.asp>

National Association of State Workforce Agencies:

- ◆ <http://www.naswa.org/>

National Association of Workforce Boards:

- ◆ <http://www.nawb.org/>

NGA Center for Best Practices:

- ◆ http://www.nga.org/center/topics/1,1188,D_409,00.html

USDOL Employment & Training Administration:

- ◆ <http://www.doleta.gov/>

Montana Labor Study:

- ◆ http://www.state.mt.us/gov2/content/econdev/MT_Rural_and_Urban_Labor_Markets.pdf

National Association of State Workforce Board Chairs:

- ◆ <http://www.subnet.nga.org/workforcecouncilchairs/>

Federal recommendations proposed for WIA reauthorization:

- ◆ http://www.workforceatm.org/articles/template.cfm?results_art_filename=doletawiapap.htm