**KEY FINDINGS**

1. **Low Number of Applicants**
   - **85%** of businesses reported having trouble finding qualified candidates.

2. **Lack of Professional Skills**
   - **72%** of the workforce are satisfied.
   - **45%** of employees do not have the skills needed for success.
   - **22%** listed a lack of **'soft skills'** as a significant issue.

3. **Below-Market Compensation**
   - **$40,000** average annual compensation.

**MONTANA'S 2020 TALENT PIPELINE; BUSINESSES WANT TO GROW.**

Are Montana businesses happy with the talent pipeline they have now? No. Are they thinking about new ways to attract and retain top talent? Absolutely. Our goal is to convene a focus group of the leaders who define Montana’s future workforce needs, and to effectively communicate the needs of the Montana business community with education and workforce development partners.

**Our goals are:**

- To identify, implement and scale solutions at local levels;
- To effectively communicate the challenges being faced by Montana businesses;
- To work together with our partners to improve the uses of public and private funds.

**We need to work together to:**

- Create more registered apprenticeship programs across the state.
- Increase support for education and training at K-12 and higher levels.
- Engage more Montana businesses in apprenticeship programs.
- Convene a focus group of Montana leaders to define Montana’s future workforce needs.

**Workforce Development is a major priority that requires a clear strategy to build multi-generational talent pipelines.**

**MONTANA SOLUTIONS FOR MONTANA CHALLENGES.**

**Entrepreneurship pillars.**

- Workforce Development and Envision 2026 strategic plan (IN 4 EXECUTIVE FOCUS GROUPS IN 63 COMMUNITY LEADERS)
- 14 locations by early 2020.
- Total of 63 community leaders.

**Top Solutions: Addressing workforce needs centered on preparing students before they graduate from high school:**

- **80%** of students agree that they should be **“set up for life.”**
- **77%** of students feel they should be “developed and prepared to enter the workforce prepared.”
- **73%** of students feel they should be “prepared for the workplace.”
- **80%** of employers agree that “students should have skills related to the workplace.”
- **80%** of employers agree that “students should understand the skill sets required to enter the workforce.”

**Social Proof:**

- “Preparing students for life.”
- “Preparing students for the workplace.”
- “Preparing students for work.”
- “Preparing students for life after high school.”
- “Preparing students for the workplace.”

**Contact:**

Matthew@MontanaChamber.com
© 2020 Montana Chamber Foundation