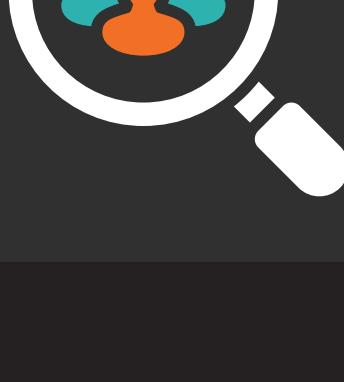


WORKFORCE DEVELOPMENT SURVEY & EXECUTIVE FOCUS GROUPS PRELIMINARY RESULTS

WE ASKED THE MONTANA BUSINESS COMMUNITY FOR THEIR THOUGHTS AND INSIGHTS INTO WORKFORCE CHALLENGES AND SOLUTIONS



786
ONLINE RESPONSES FROM EMPLOYERS AND BUSINESS LEADERS (ANONYMOUS)



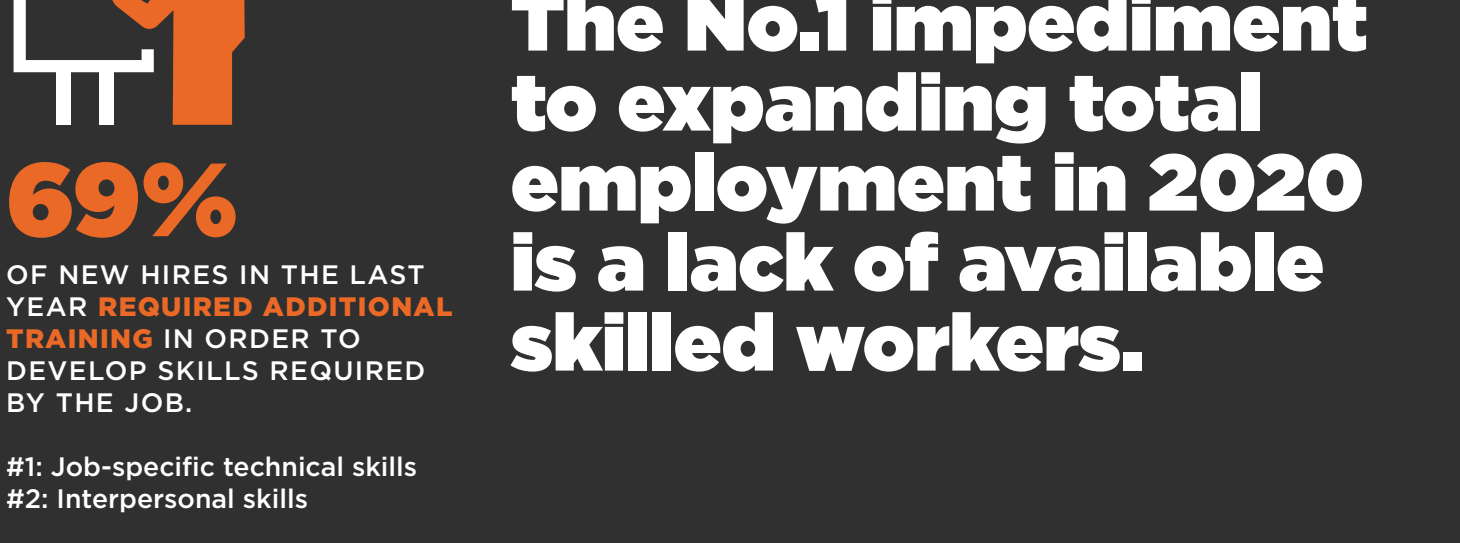
63
COMMUNITY LEADERS IN 4 EXECUTIVE FOCUS GROUPS
Our goal is to convene a total of **over 200** leaders in 14 locations by early 2020.

KEY FINDINGS

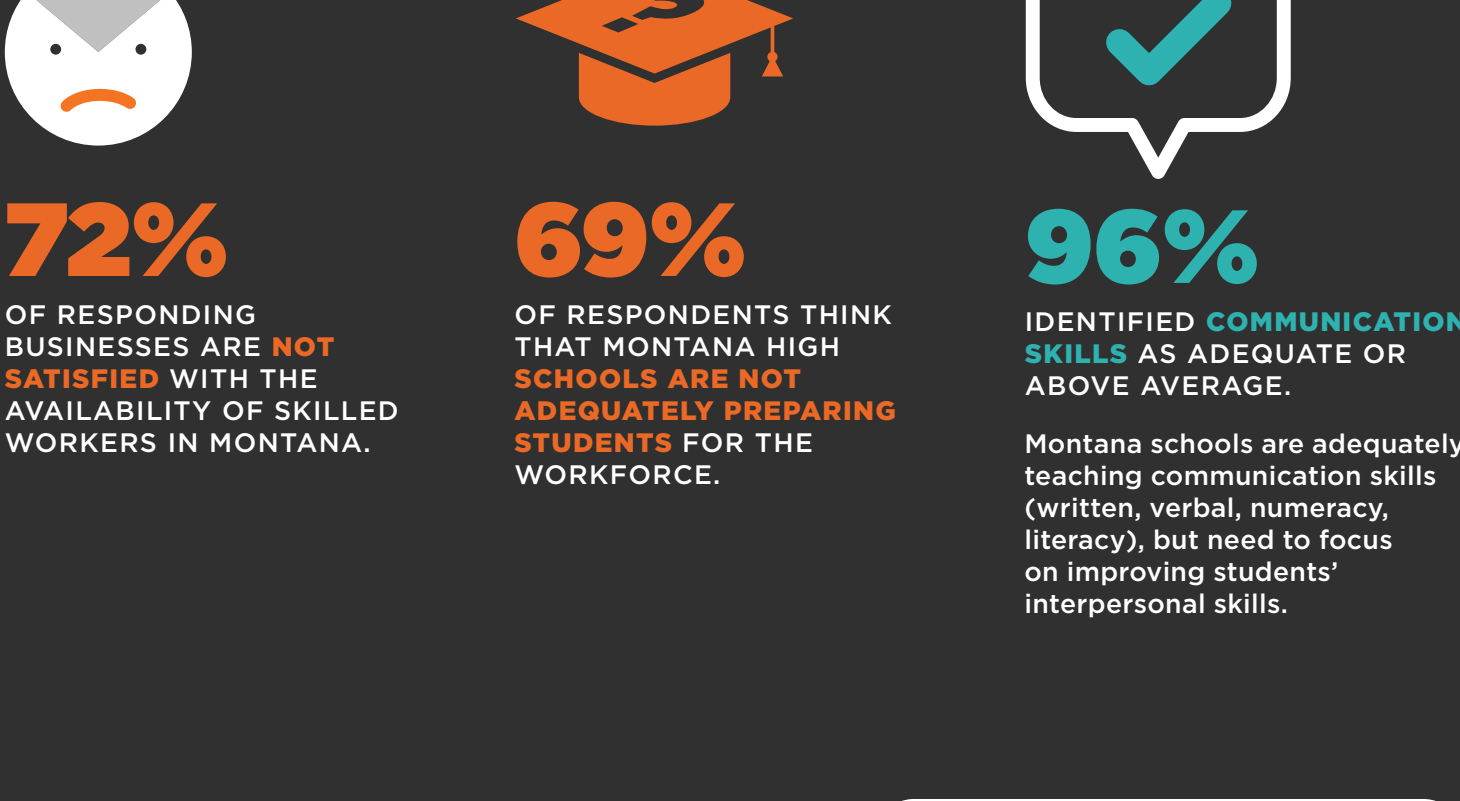


“Montana salaries are not competitive with other states.”

KEY FINDINGS

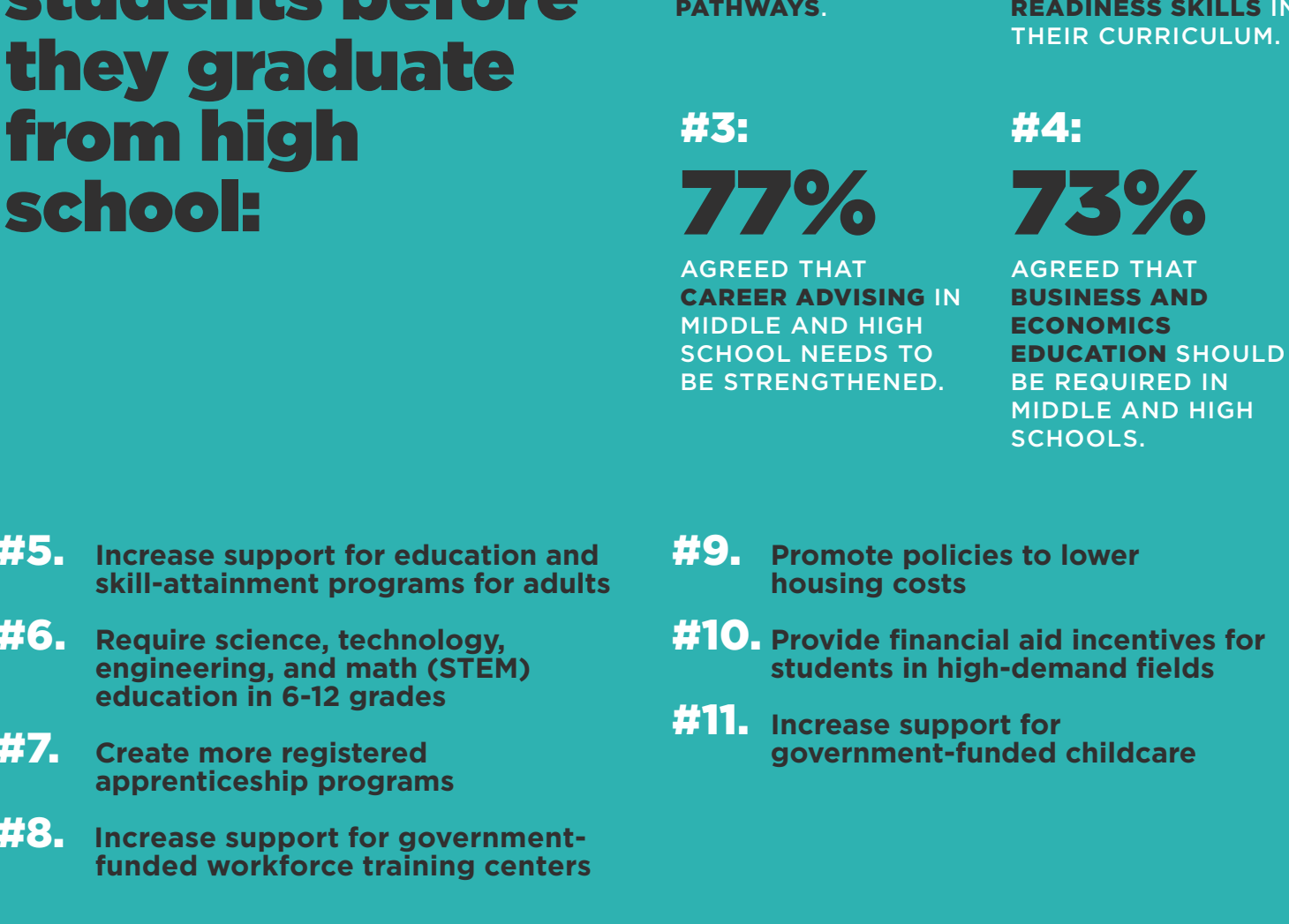


#1: Job-specific technical skills
#2: Interpersonal skills



“Facilitate an investment in Montana that focuses on the EQ and innovations of the next generations.”

TOP SOLUTIONS



SOCIAL PROOF

“We need to work together as a state to create more opportunities and home grown businesses accessing international markets.”

“The millennial and generation Z workers have unique expectations and values that business leaders must understand and embrace to attract talent.”

“Teach students how to do a resume, dress for an interview, how to do an interview, how to arrive on time to the job, and use professional language on the job.”

“Businesses need to be in the high schools regularly to build industry bench strength.”

“Industry ecosystems, education and non-profit partners need to collaborate better for reducing redundant efforts and improving the uses of public and private funds.”

“Montana solutions for Montana challenges.”

“I feel like we have good hard working people in Montana. It use to be a good job was valued and hard to come by, but now it's a good employee is hard to come by.”

“High schools should be focused on more job related skills like budgeting money, taxes, and skills that allow students to enter the workforce prepared for life.”

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

Are Montana businesses happy with the availability of a qualified workforce to realize growth opportunities?

The data and business leaders are saying 'no'.

In Montana's tight labor market, a clear strategy to build multi-generational talent pipelines is critical to quickly realizing growth opportunities for any business.

Workforce development is a major issue that is affecting every business sector in Montana and is threatening our ability to grow economically. The Montana Chamber of Commerce, in cooperation with K-12 and higher education, and the State of Montana, will continue to convene interdisciplinary leaders to address Montana's future workforce needs, supply and demand.

To download the infographic and this summary, please visit montanachamber.com/envision-2026/.

Stay tuned for announcements of Chamber supported solutions.

Based on the data we have received from over 750 online survey respondents (anonymous) and 63 leaders (in-person), we are tackling the top challenges that Montana businesses are facing and highlighting successful programs from across the state.

In 2020 we will be convening similar focus groups across rural Montana.

This effort is within the Chamber's Envision 2026 strategic plan Workforce Development and Entrepreneurship pillars.

Our goals are:

- To further qualify the workforce challenges being faced by Montana businesses;

- To effectively communicate the needs of the Montana business community with education and government leaders at the state and local levels;

- To identify, implement and scale solutions for developing employability traits; and

- To instill entrepreneurial and economic principles in our future workforce.

Thank you to our Treasure State Members and Envision 2026 Investors!



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