



An Update on Economic and Workforce Trends in MT

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Helena, MT

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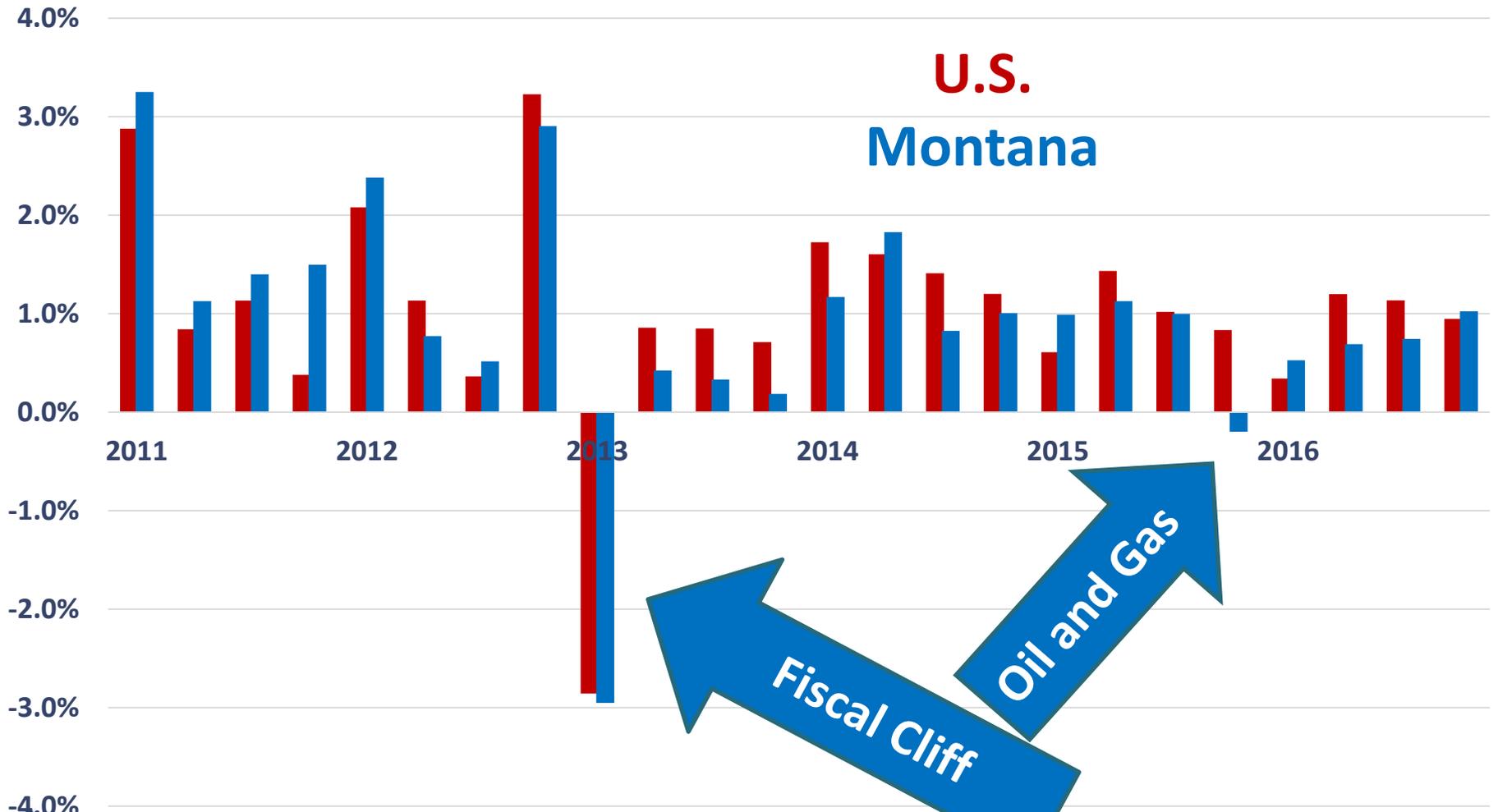


Agenda

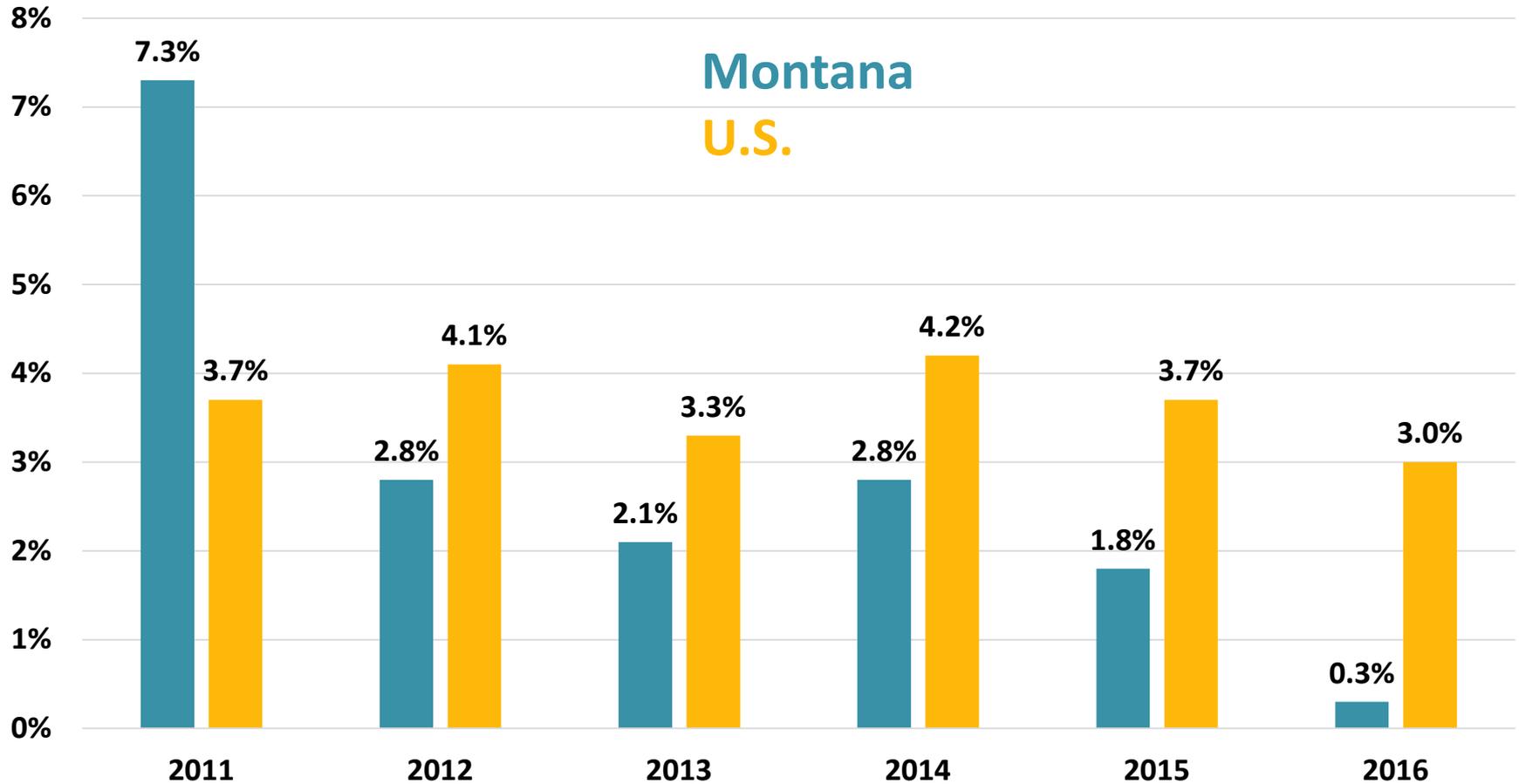
- Montana's Recent economic performance
- Demographics contributing to a worker shortage
- Dealing with a worker shortage
- Growth Projections



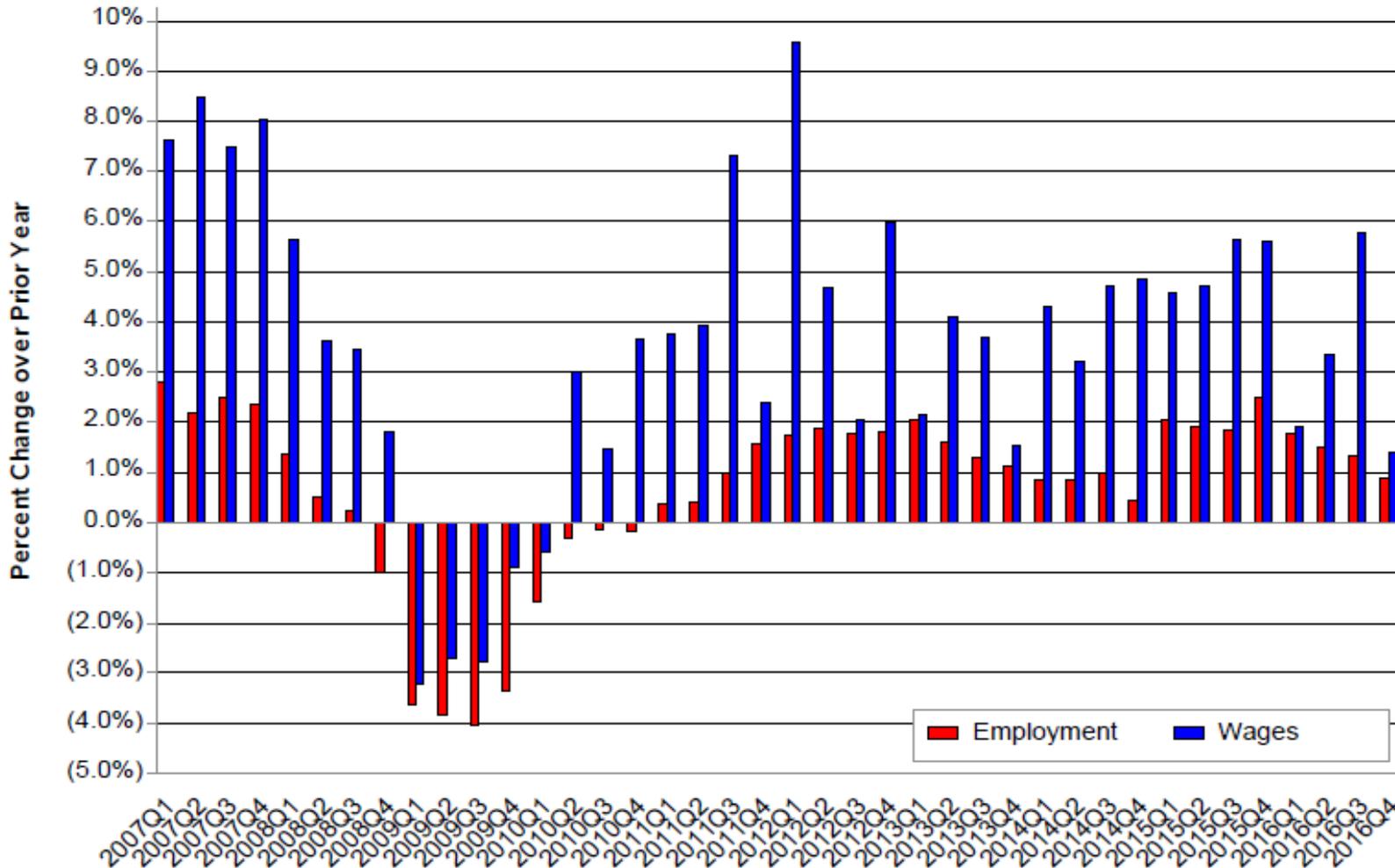
Montana & U.S. Personal Income Growth



GDP Growth Tapering

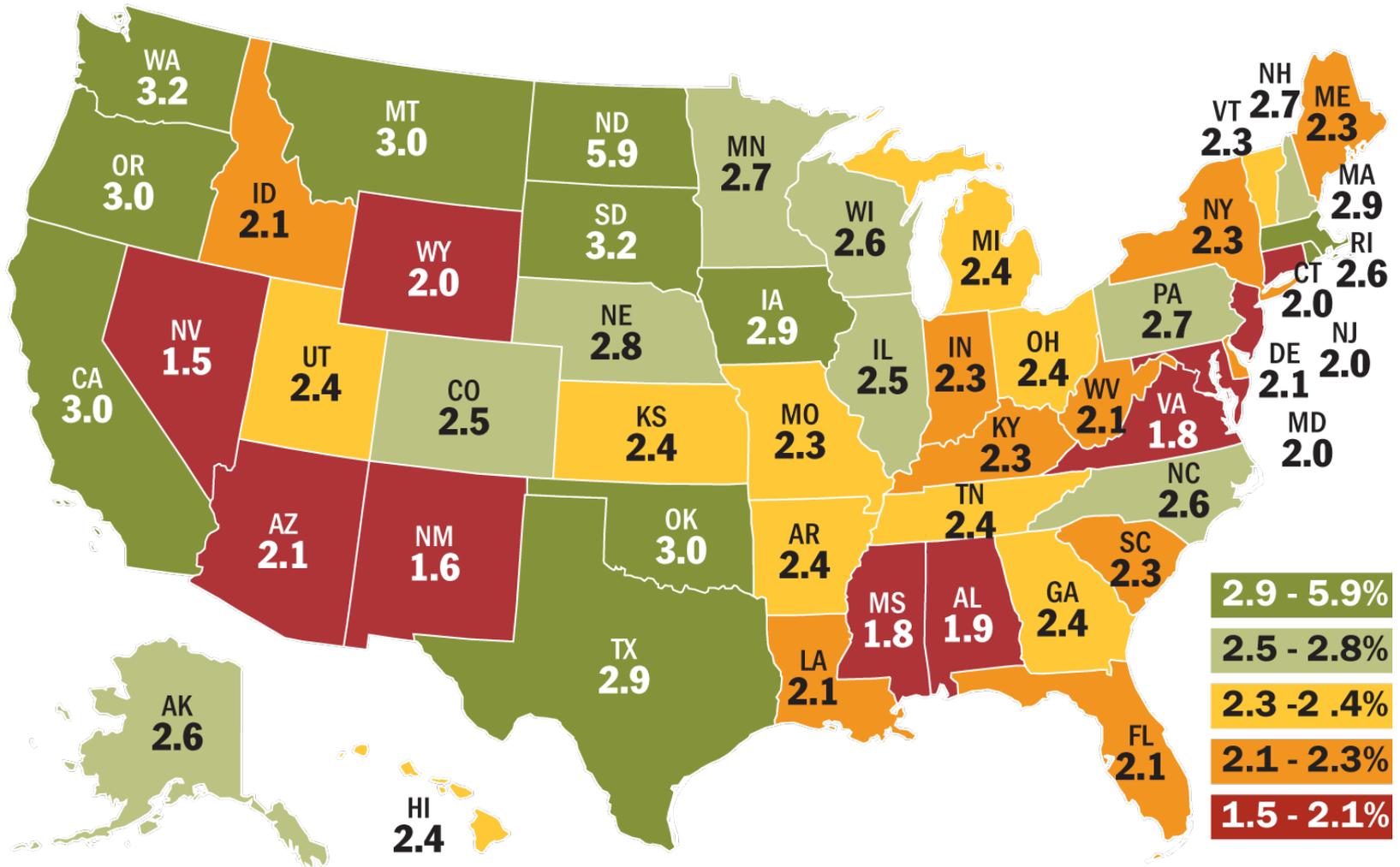


Employment and Wage Growth by Quarter



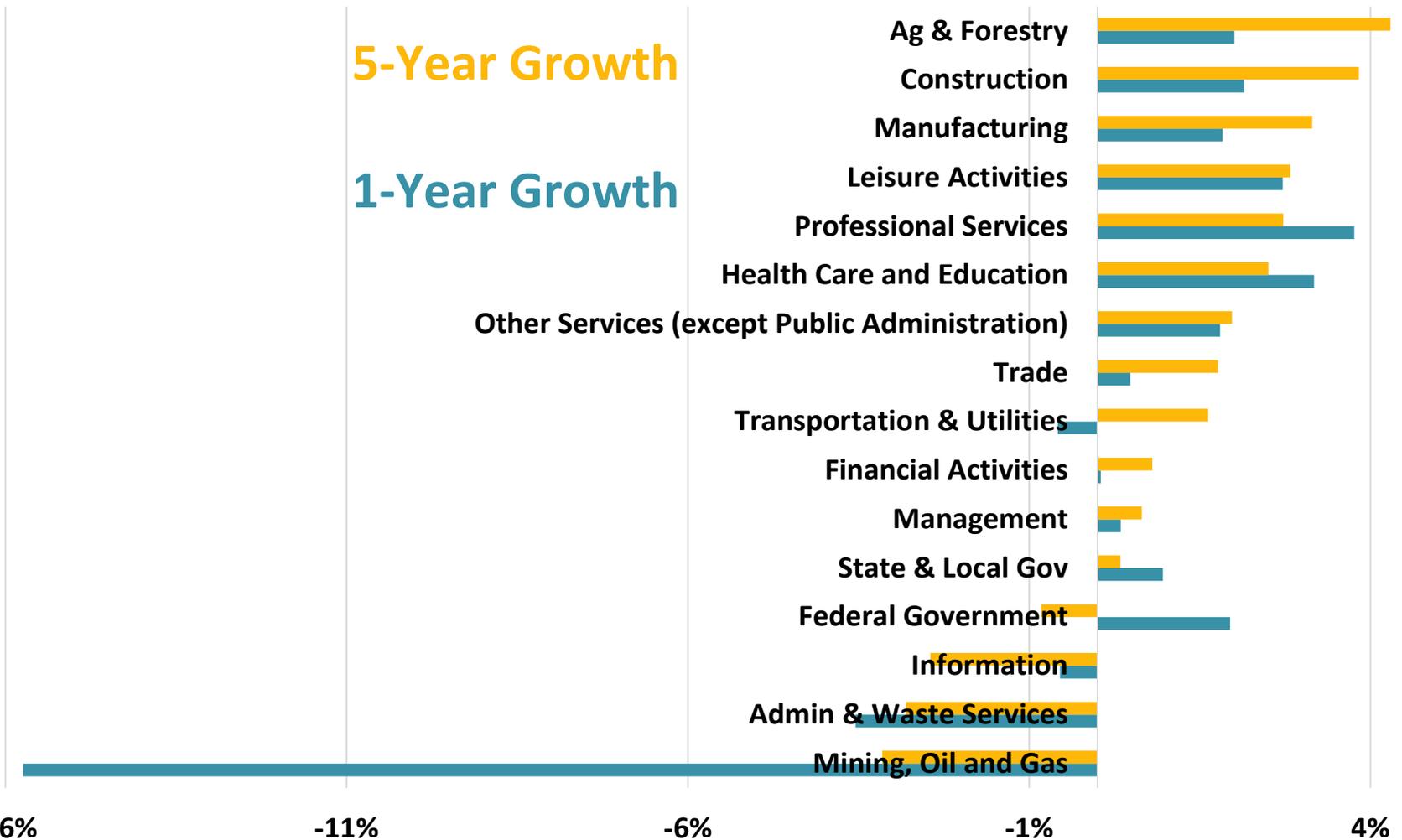
■ Employment ■ Wages

6th Fastest Wage Growth over 5 Years



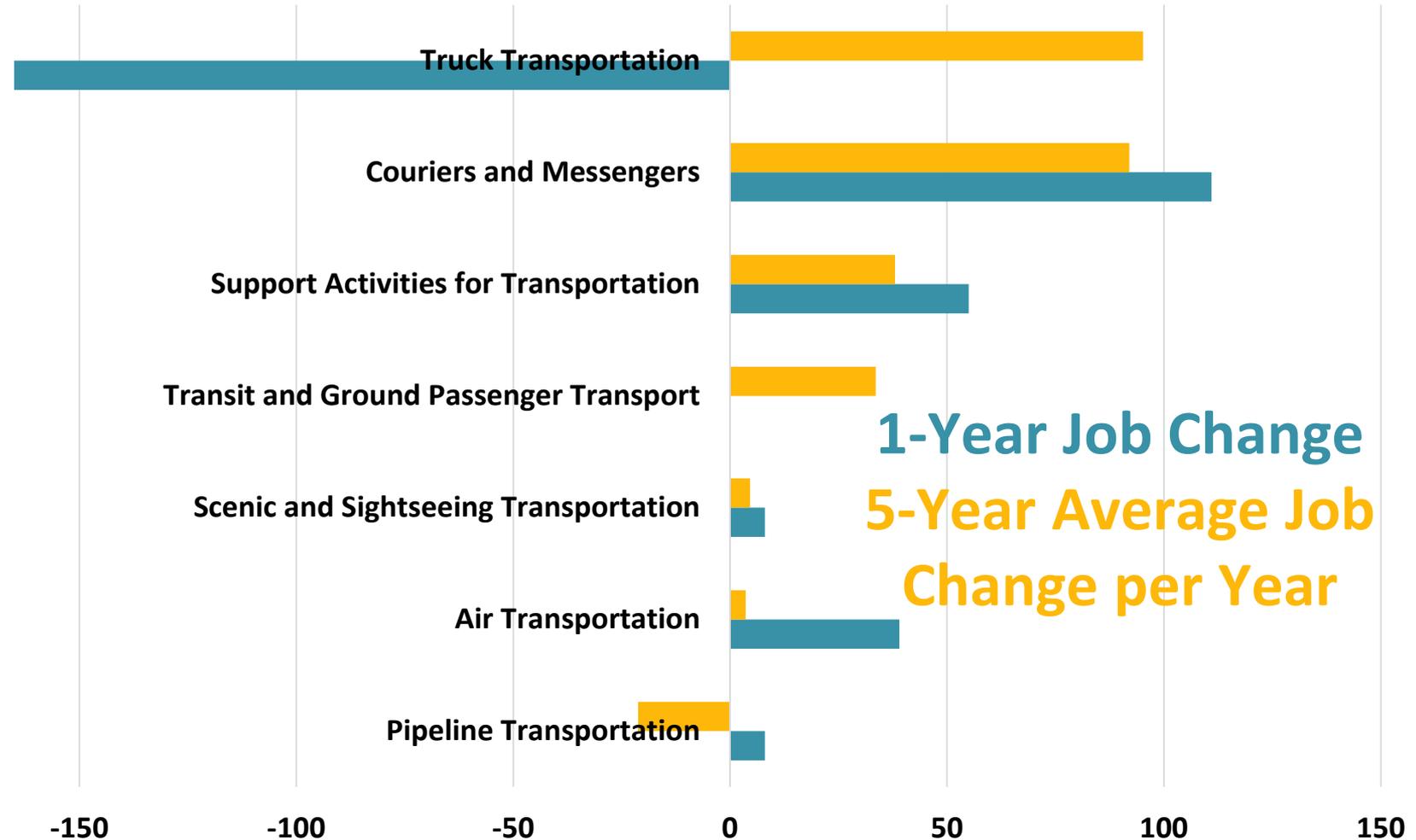


Industry Employment Change, 2016





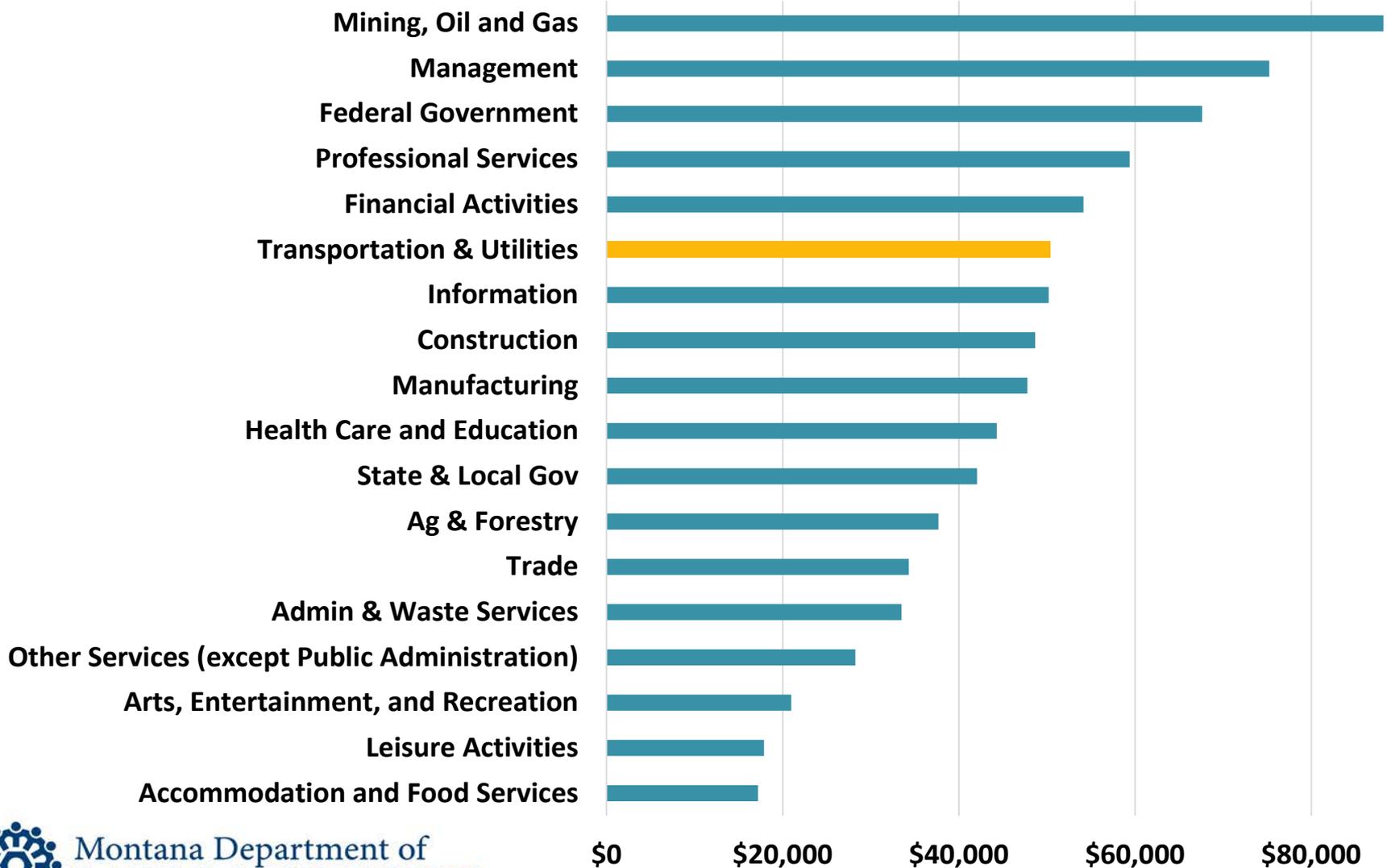
Transportation Sub-Industry Employment Performance, 2016



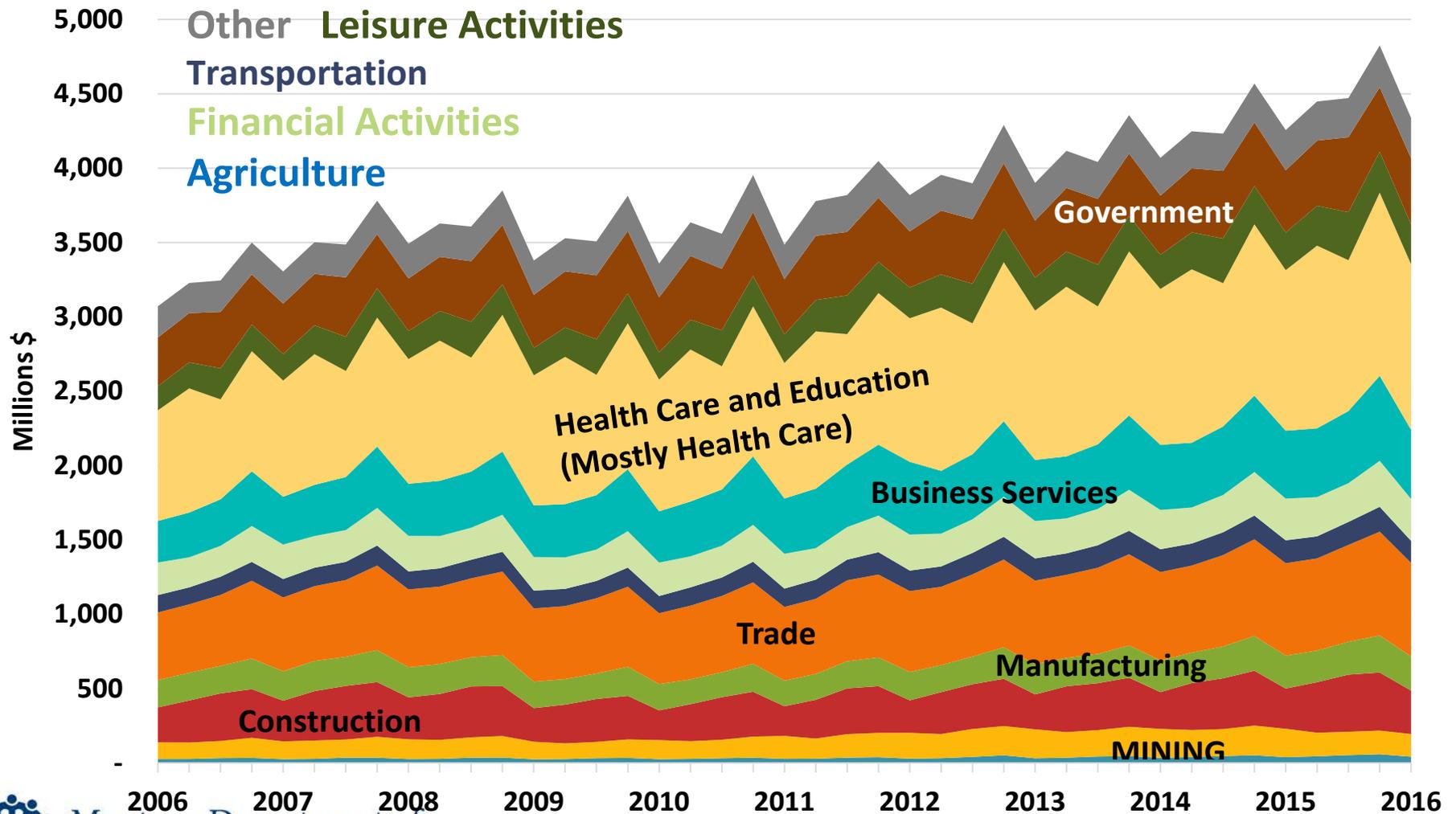
1-Year Job Change
5-Year Average Job Change per Year



Average Annual Wage by Industry 2016



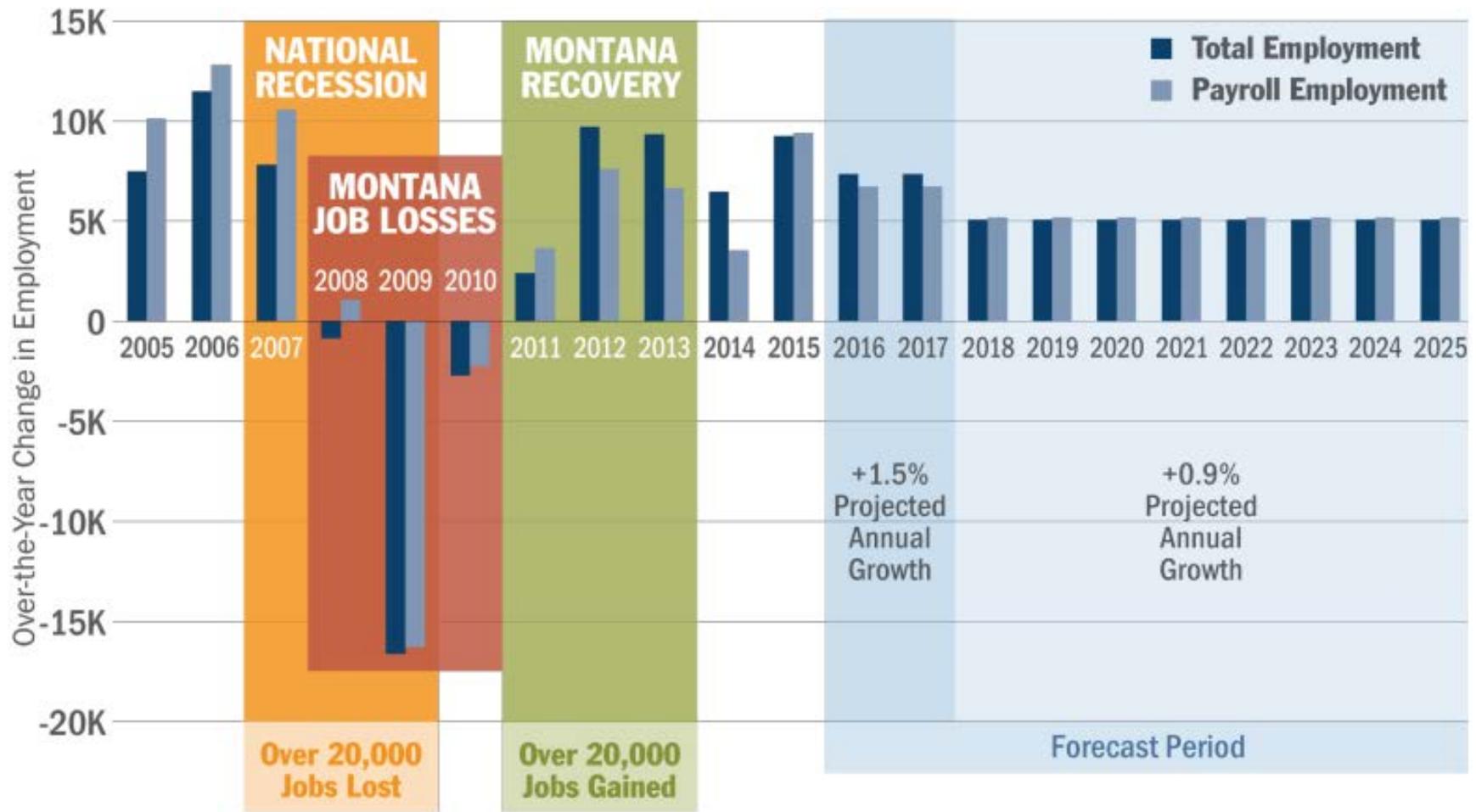
Total Wages Paid by Industry





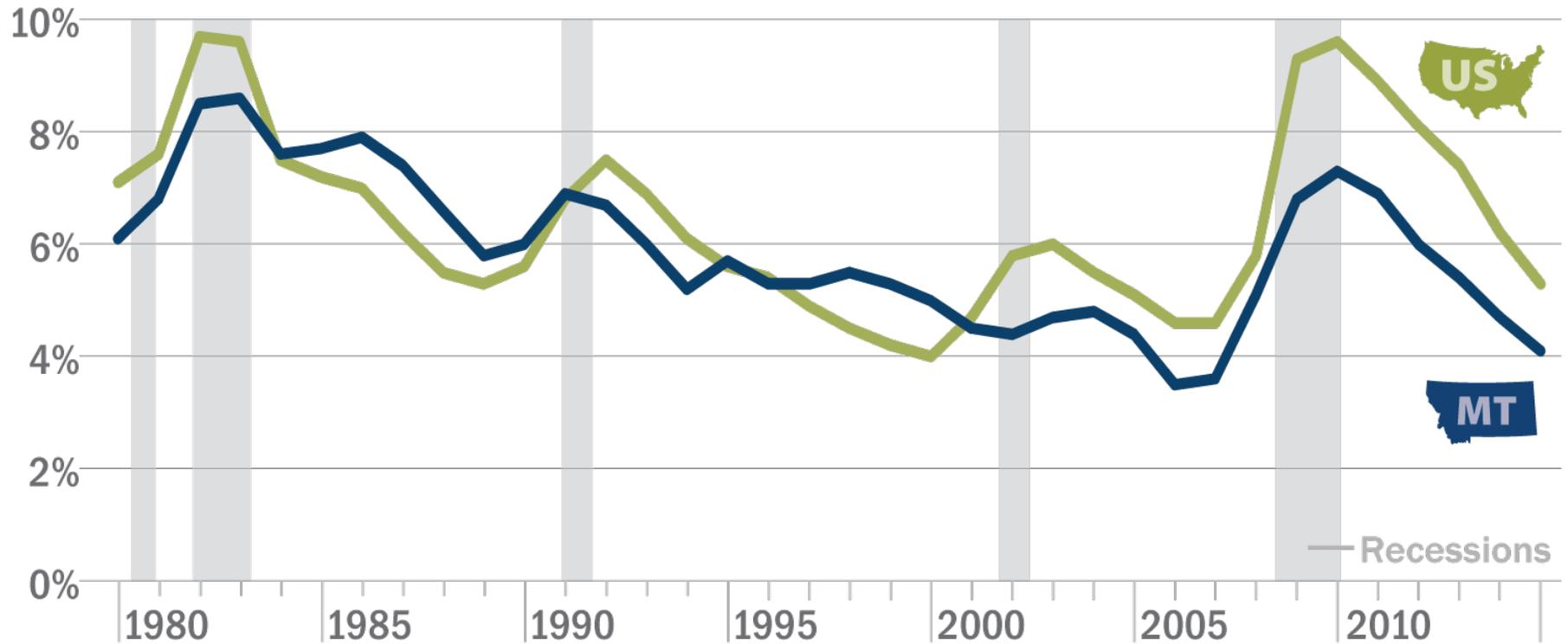
Forecasted Jobs

OVER-THE-YEAR EMPLOYMENT CHANGE, HISTORICAL AND PROJECTED 2005-2025



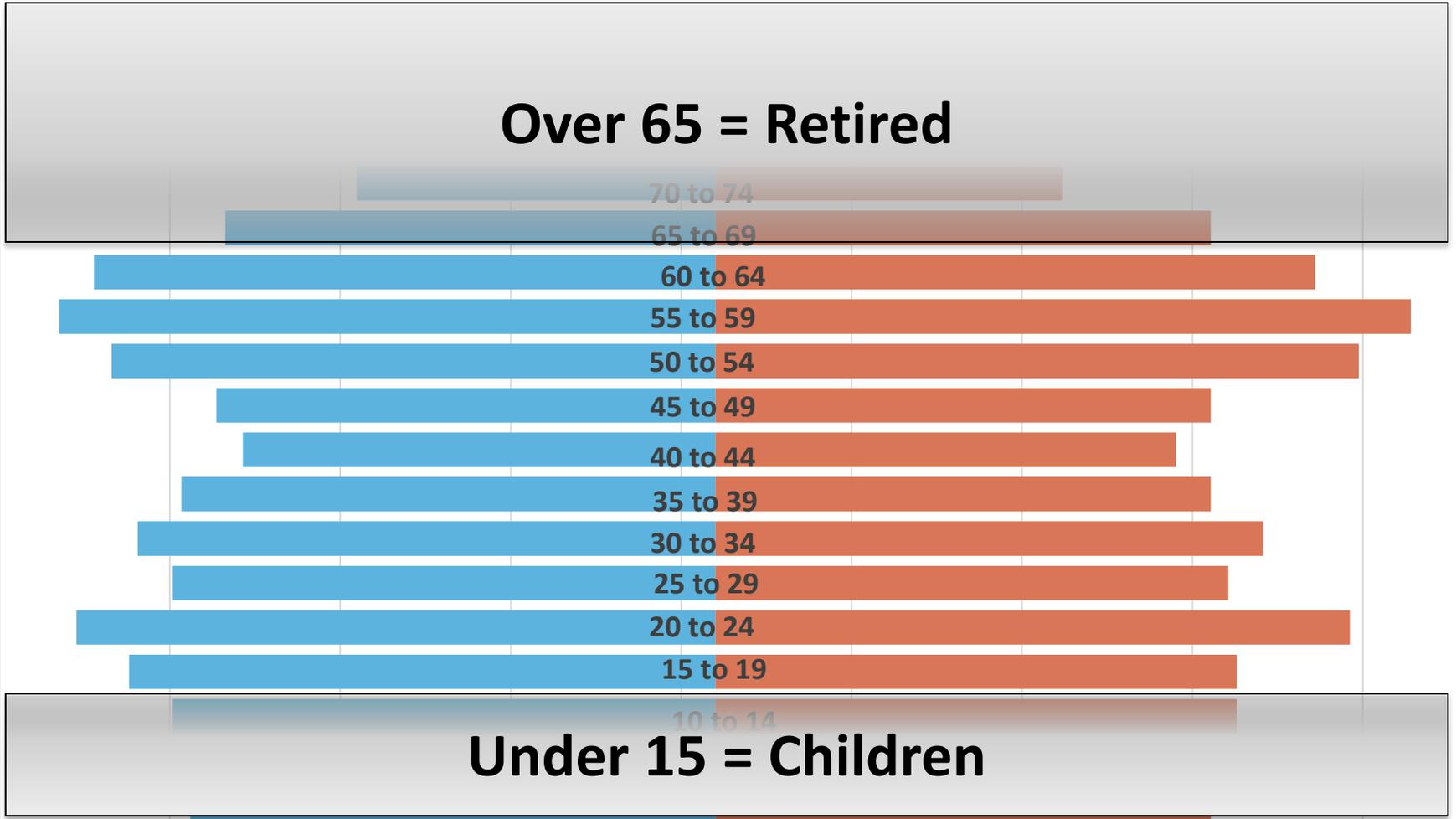
Source: Historical total employment data from Local Area Unemployment Statistics (LAUS) and historical payroll employment from the Quarterly Census of Employment & Wages (QCEW), Montana Department of Labor & Industry 2015-2025 employment projections.

Unemployment since 1980





Montana's Population by Age and Gender, 2014



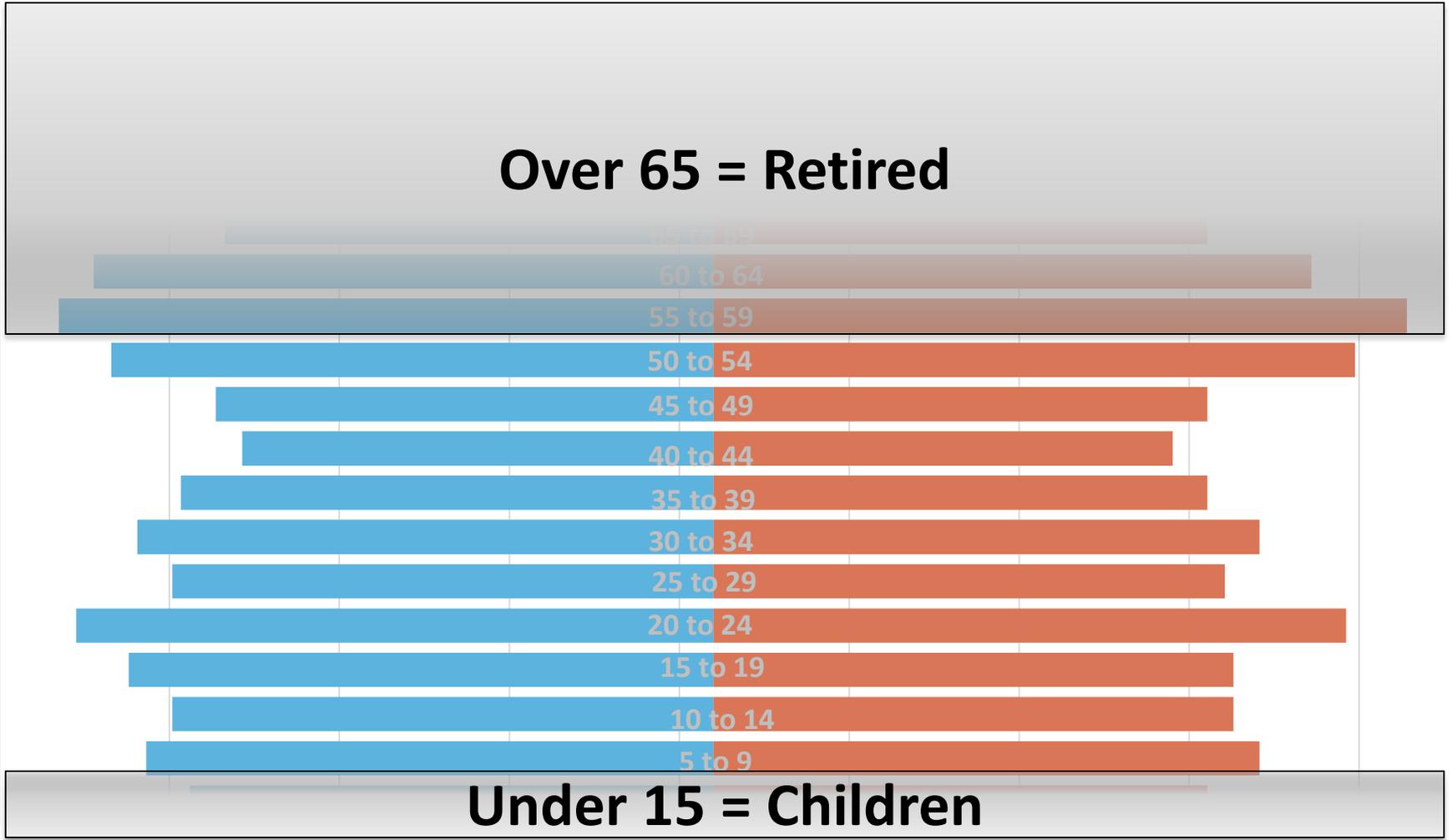


Montana's Population by Age and Gender, 2019

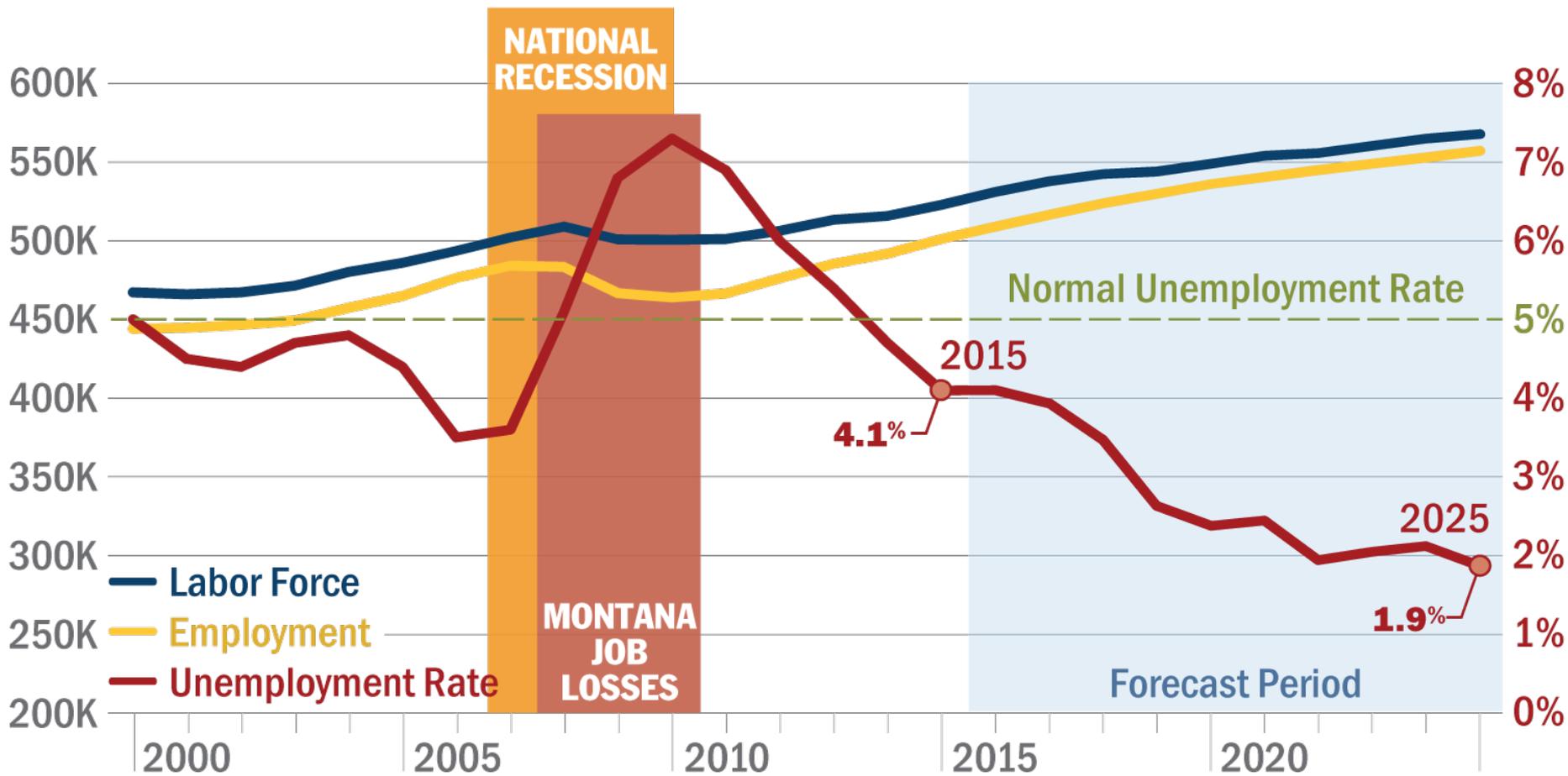




Montana's Population by Age and Gender, 2024

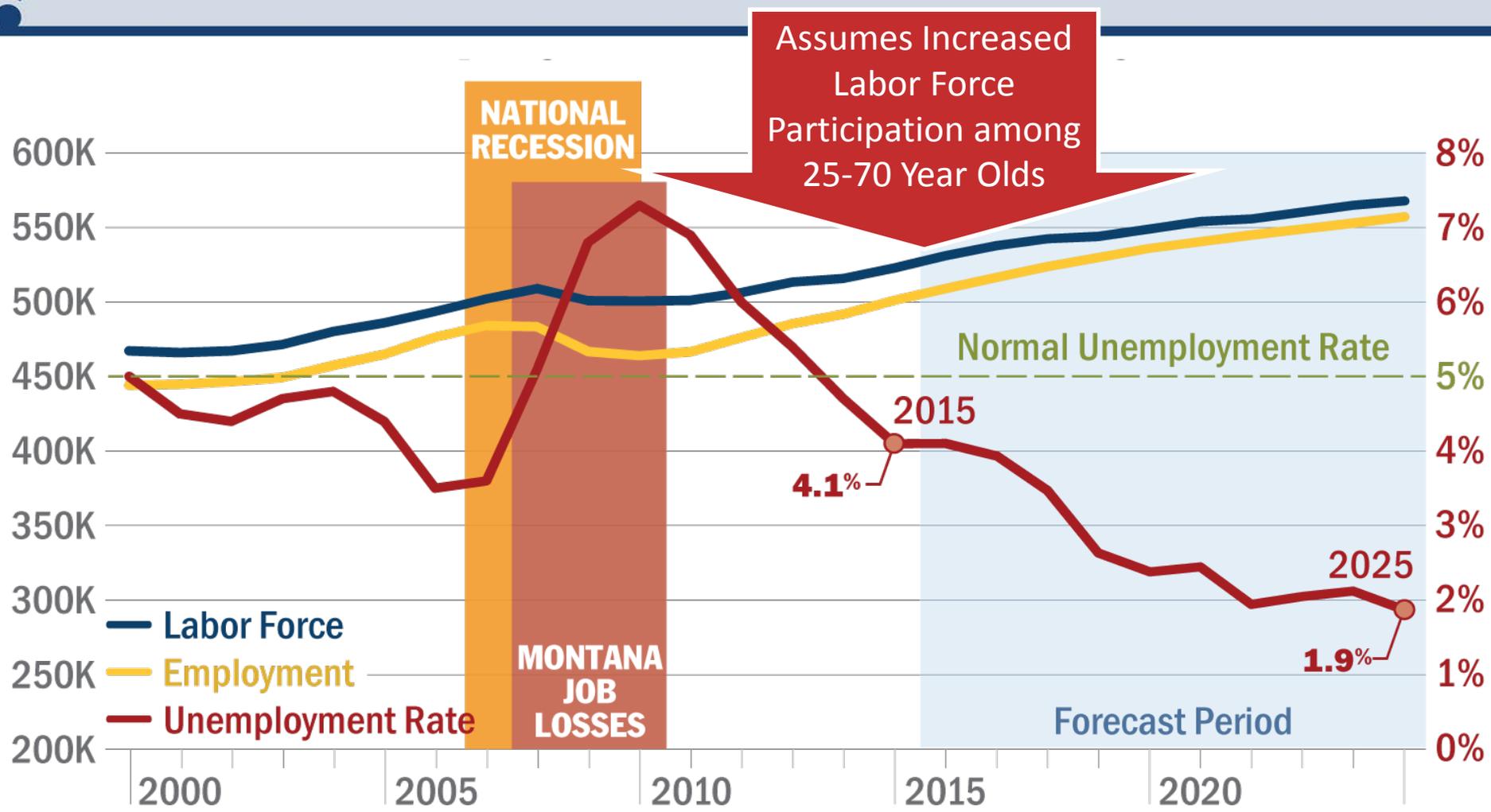


Forecasted Labor Market Tightness



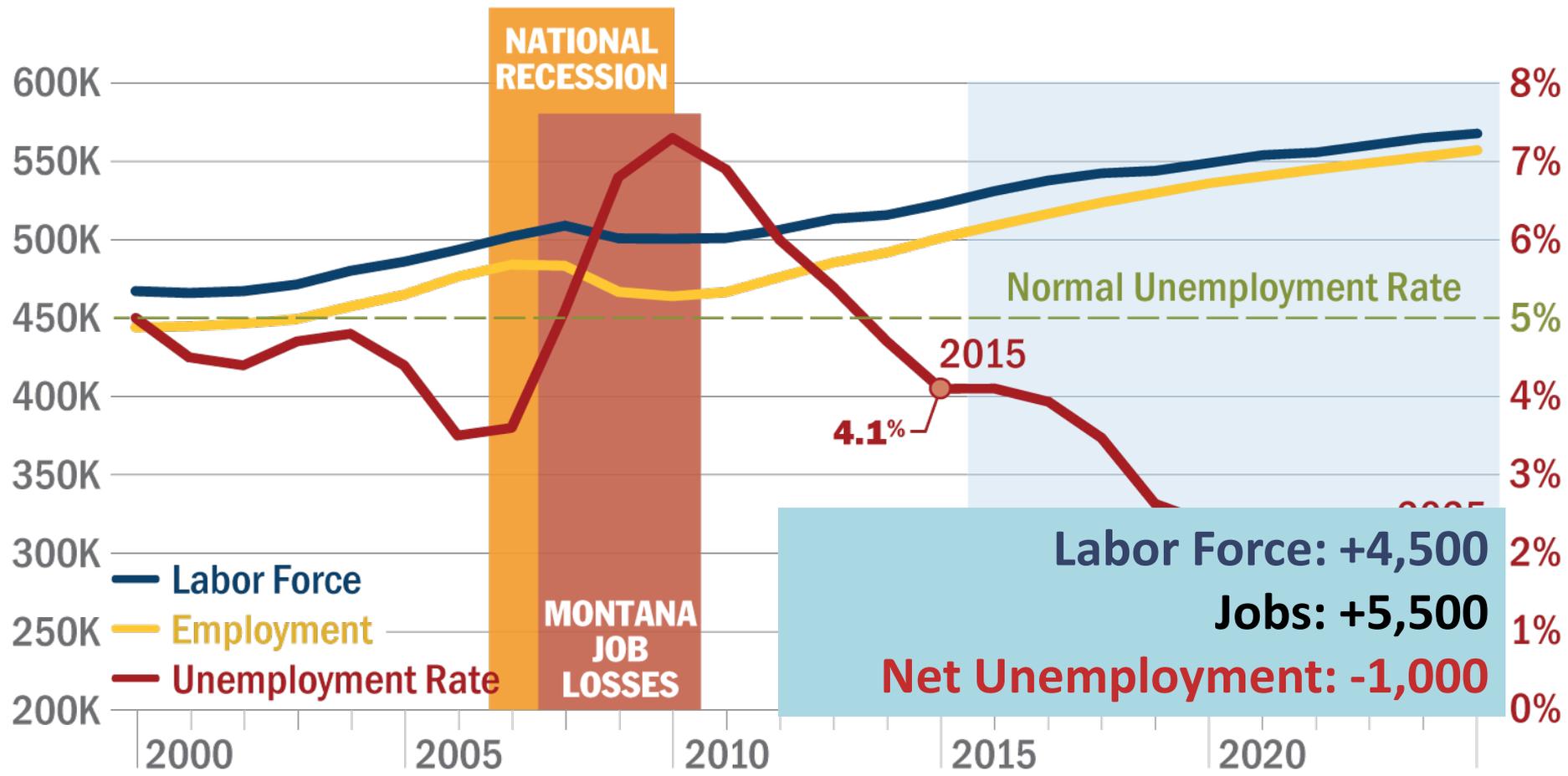


Forecasted Labor Market Tightness





Forecasted Labor Market Tightness



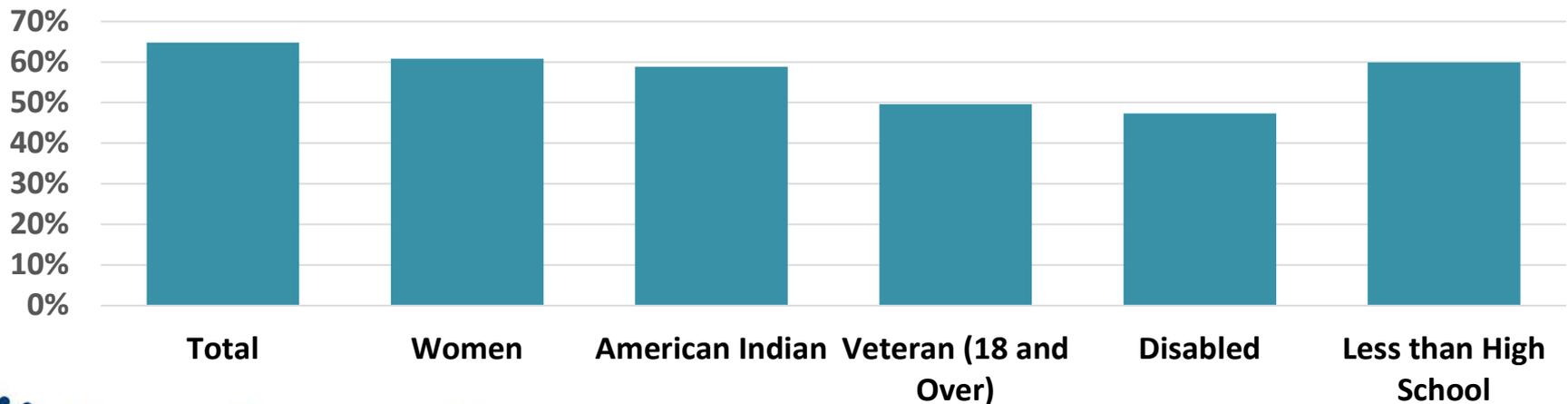


Solutions to a Worker Shortage

1. Recruit more people into Montana.
 - Other states also have aging populations.
 - Wages are higher in other states.

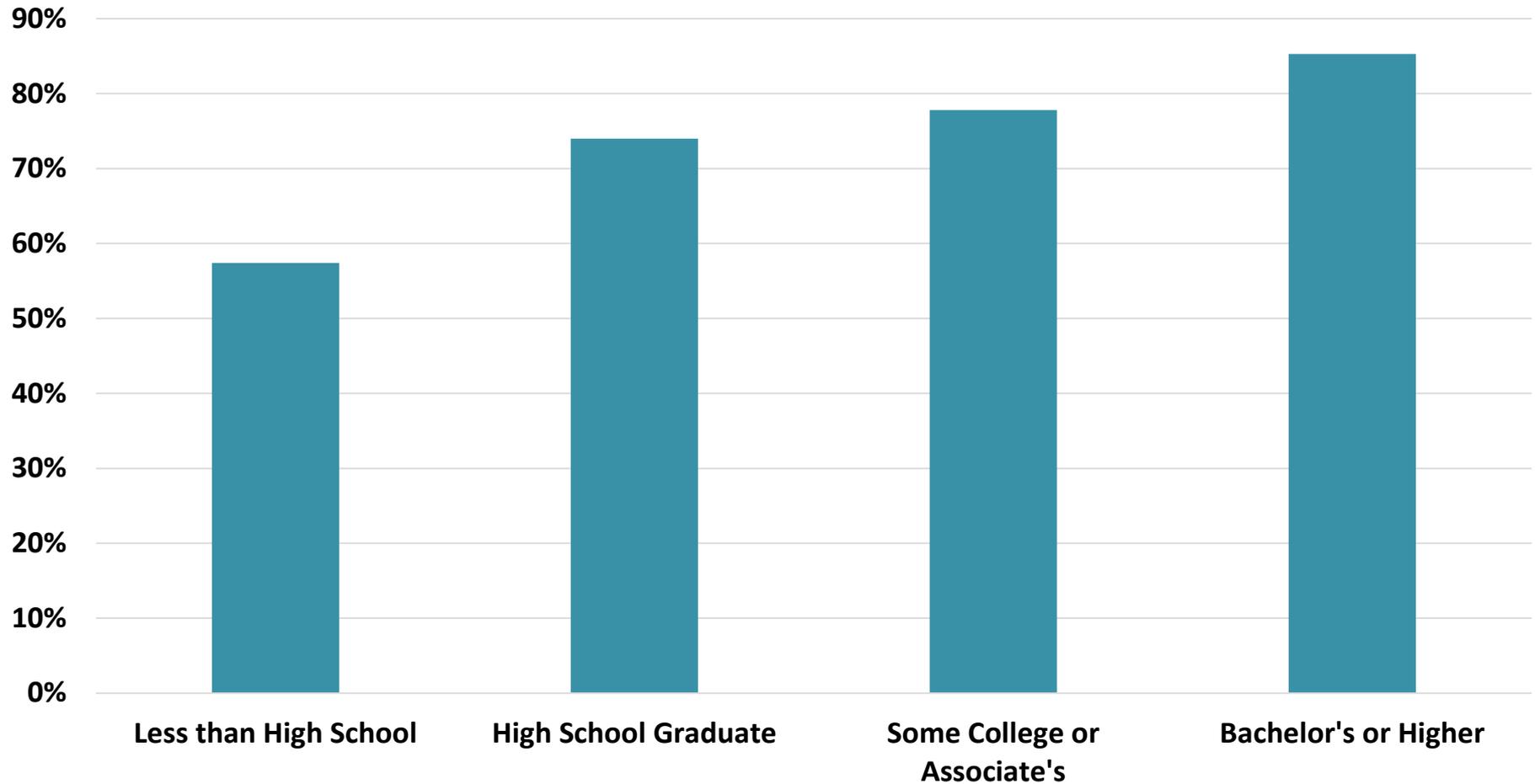
2. Recruit more workers into the labor force.

Labor Force Participation Rates by Select Demographics





Montana Labor Force Participation Rate by Education Level



Solutions to a Worker Shortage

3. More full-time employment.

- 7th highest percent of part time work in the nation.
- Shortest work week in the nation.

Part-time Employment by Gender



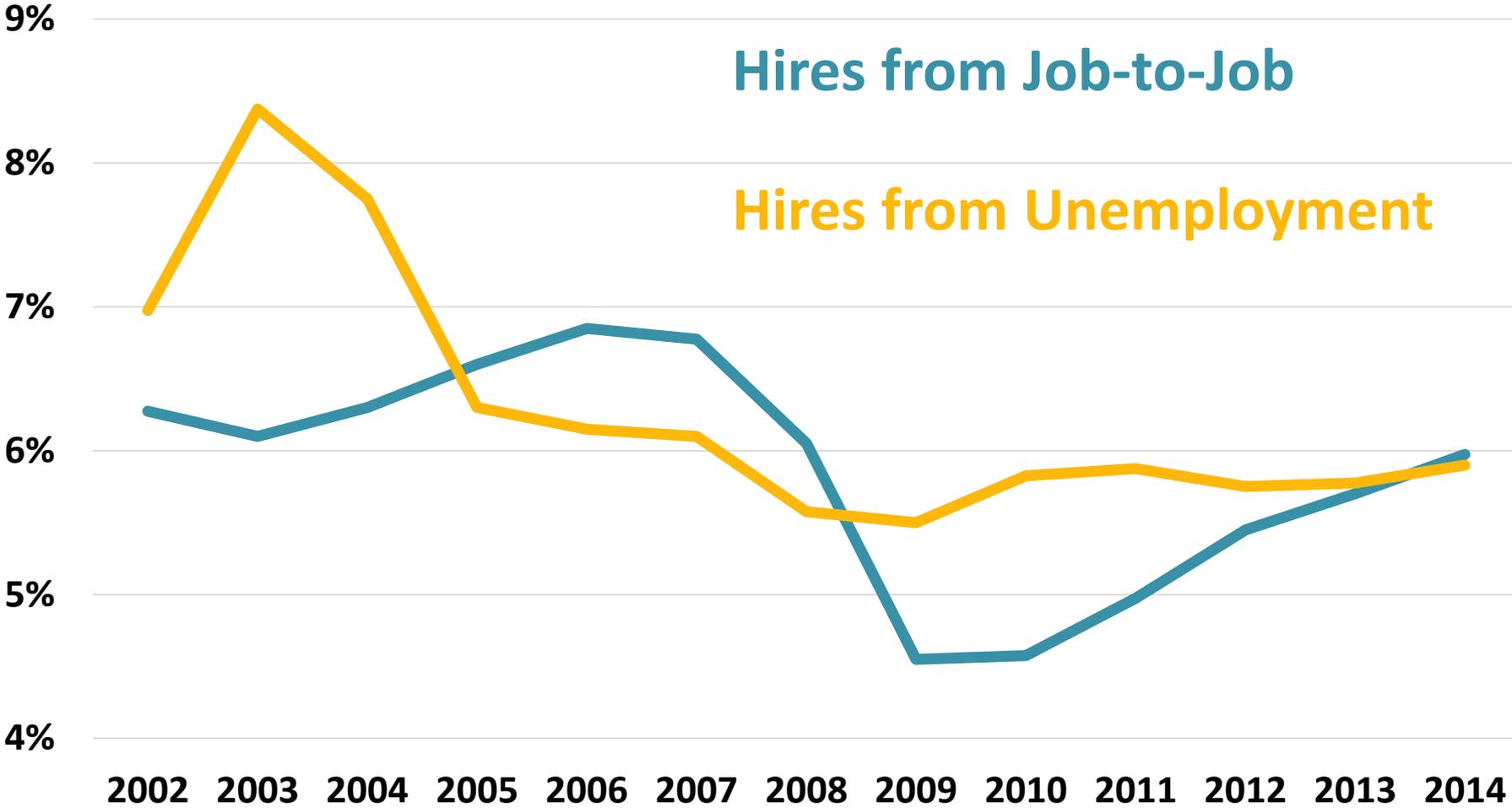


Solutions to a Worker Shortage

4. Reduce time out of labor force for retraining.
 - More on-the-job training like internships and apprenticeships.
 - More business-paid training for specific skills.

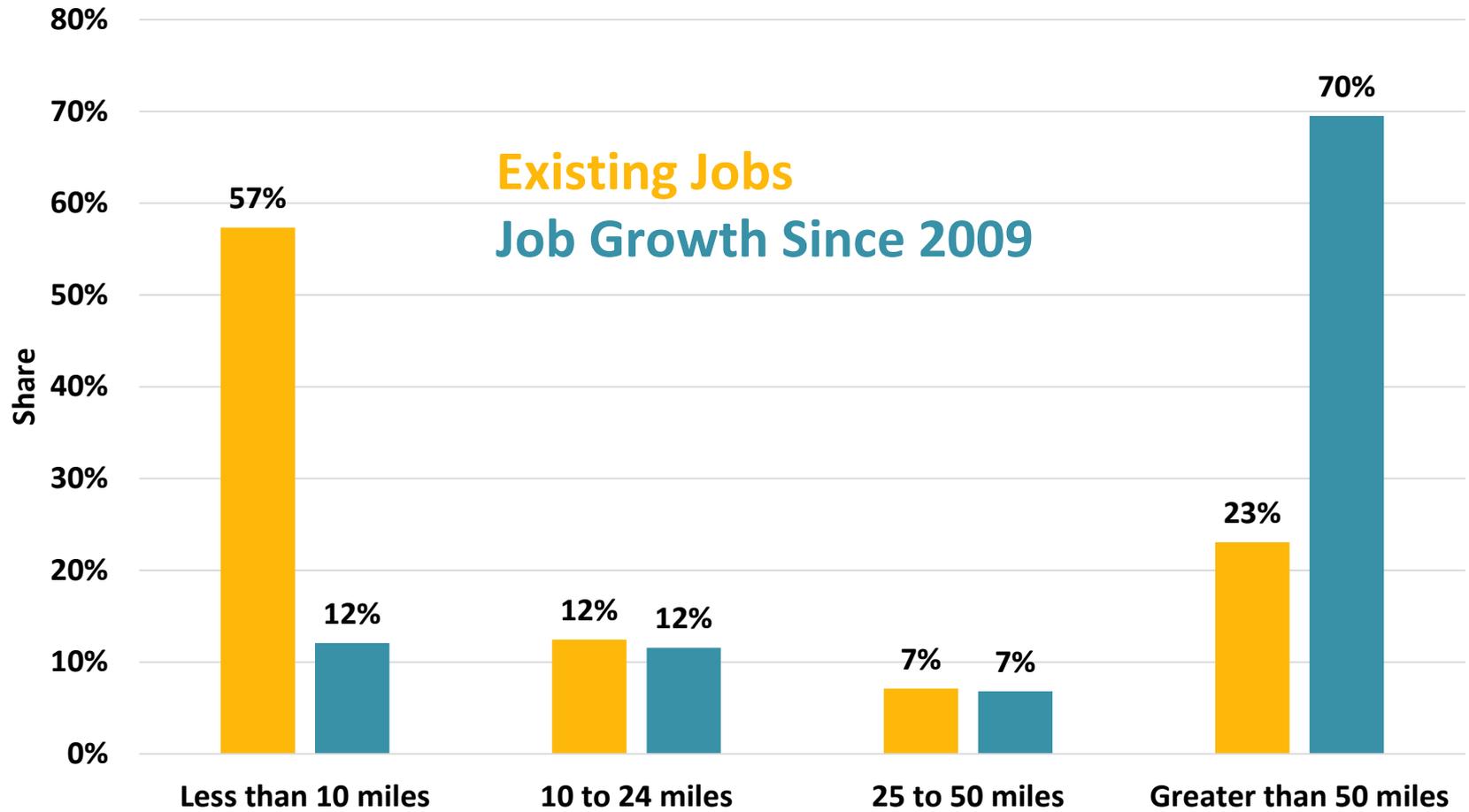
5. Improve labor productivity to produce more with fewer workers.
 - Technology improvements
 - Better job matching
 - More training for professionals

Hires are Increasingly Job-to-Job





Montana Commuting Distances Are Increasing



Industry	Annual Growth Rate	Annual Employ. Growth
Healthcare	1.5%	1,100
Construction	2.7%	820
Accommodation & Food Service	1.2%	630
Retail Trade	1.0%	590
Professional & Technical Services	2.1%	490
Admin & Waste	1.9%	360
Arts, Entertainment, & Recreation	1.8%	230
Other Services	1.1%	190
Finance & Insurance	1.1%	170
Local Government	0.8%	160
Transportation	1.0%	150
Wholesale Trade	0.7%	130
Mining	1.4%	110
Education	0.3%	110
Agriculture	1.5%	90
Real Estate	1.1%	70
Manufacturing	0.4%	70
State Government	0.6%	70
Management of Companies	1.6%	30
Federal Government	0.2%	20
Utilities	-0.8%	-20
Information	-0.3%	-20





Top 10 Transportation Jobs for Annual Openings

			Total Openings	Jobs Due to Growth
1	Heavy and Tractor-Trailer Truck Drivers	Apprentice	206.6	78.2
2	Laborers and Freight, and Material Movers, Hand		200.2	51.6
3	Automotive Service Technicians and Mechanic	Apprentice	118.1	24.2
4	Light Truck or Delivery Services Drivers		82.2	29.4
5	Cleaners of Vehicles and Equipment	Apprentice	62.2	18.2
6	Billing and Posting Clerks		56.9	24.5
7	Bus and Truck Mechanics and Diesel Engine S	Apprentice	51.5	27.6
8	Bus Drivers, School or Special Client		43.7	19.1
9	Tire Repairers and Changers		37.7	8.7
10	Packers and Packagers, Hand		36.6	12



Top 10 Transportation Jobs for Growth

		Total Openings	Jobs Due to Growth
1	Gas Compressor and Gas Pumping Station Operators	7	2.8%
2	Bus and Truck Mechanics and Diesel Engine Specialists	Apprentice	1.8%
3	Commercial Pilots		1.7%
4	Electrical and Electronics Installers and Repairers		1.6%
5	Ambulance Drivers		1.6%
6	Wellhead Pumpers	16.3	1.5%
7	Billing and Posting Clerks	56.9	1.5%
8	Cargo and Freight Agents	Apprentice	1.4%
9	Cleaners of Vehicles and Equipment		1.4%
10	Bicycle Repairers		



Engineering Occupations Projections

	Engineers		Drafters, Engineering Technicians, and Mapping Technicians	
	Total Annual Openings	Growth Rate	Total Annual Openings	Growth Rate
Montana	165	1.4%	51	0.7%
Region 1	36	1.7%	15	1.0%
Region 2	71	1.6%	12	0.6%
Region 3	9	0.1%	3	-0.4%
Region 4	46	1.6%	15	1.1%
Region 5	15	2.3%	-	-



Selected Detailed Engineering Occupations Projections

Occupation	Total Annual Openings	Growth Rate
Engineers		
Civil Engineers	58	1.10%
Environmental Engineers	16	2.79%
Mechanical Engineers	22	2.12%
Engineers, All Other	5	0.66%
Engineering Technicians		
Architectural and Civil Drafters	9	0.66%
Drafters, All Other	2	0.32%
Civil Engineering Technicians	12	1.21%
Environmental Engineering Technicians	4	2.33%
Engineering Technicians, All Other	4	0.00%
Surveying and Mapping Technicians	4	-0.10%





Common Highway Construction Industry Jobs

Occupation	Projected Openings	Avg. Annual Wage
Construction Laborers	214	\$37,570
Carpenters	188	\$40,360
Supervisors of Construction and Extraction Workers	106	\$62,790
Operating Engineers and Other Construction Equipment	103	\$48,810
Construction Managers	31	\$87,170
Mobile Heavy Equipment Mechanics, Except Engines	30	\$51,780
Paving, Surfacing, and Tamping Equipment Operators	10	\$44,800
Crossing Guards	5	\$30,590





MORE INFORMATION AVAILABLE:

WWW.LMI.MT.GOV

Montana Labor Market Information

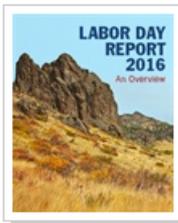
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Labor Day Report 2016: An Overview

Created: Tuesday, September 20, 2016

Montana's economy had an exceptional year in 2015, according to this year's Labor Day Report.



Estimating Future Workforce Needs

Created: Friday, August 19, 2016

Employment projections focus on long-run workforce needs so students, educators and economic developers are better prepared to meet future workforce needs.