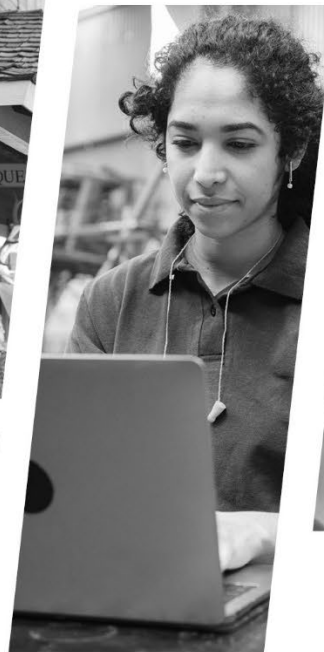
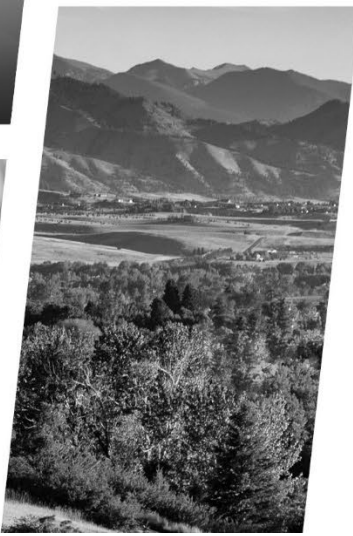


# MONTANA EMPLOYMENT PROJECTIONS

*Job Growth from 2022 to 2032*



Montana Department of  
**LABOR & INDUSTRY**

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**State of Montana**

Greg Gianforte, Governor

**Montana Department of Labor & Industry**

Sarah Swanson, Commissioner

**Created by:**

Data & Operations Bureau

Nick Holom, Senior Economist

Olivia Hayes, Economist

**For more information contact:**

Data & Operations Bureau

P.O. Box 1728

Helena, MT 59624-1728

(406) 444-4100

[lmi.mt.gov](http://lmi.mt.gov)

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## EXECUTIVE SUMMARY

The Montana Department of Labor & Industry (MTDLI) seeks to empower Montanans through work and opportunity. In pursuit of this mission, the department produces employment projections to gain understanding of the occupational skills that will be required by the workforce of the future. These projections are used by employers, educational institutions, and workforce organizations to align training and educational programs with labor market needs and prevent labor shortages. Additionally, students and job seekers can use the projections to explore promising career options.

Following a few years of rapid job growth exiting the pandemic recession, the MTDLI projects employment growth to moderate over the next decade to a pace more consistent with long-run trends. MTDLI estimates employment growth will average 0.9% annually through 2032. More rapid employment growth is anticipated in the short run, propelled by strong economic growth in 2021 and 2022. However, long-run employment growth is anticipated to slow due restrictions in labor supply.

Highlights of employment projections for 2022-2032 include:

- Through 2032, Montana is expected to add an average of 5,330 jobs annually – translating to 0.9% average annual employment growth. The MTDLI estimates total employment in the state will surpass 600,000 by 2032.
- All regions in Montana are expected to have growth over the next 10 years, with the Southwest and Northwest regions growing faster than the rest of the state. Figure 1 shows a summary of statewide and regional employment growth.

**Figure 1: Statewide and Regional Projections Summary, 2022-2032**

Region	Annual Change	Annual Growth Rate
Northwest	2,060	1.2%
Southwest	2,310	1.3%
North Central	190	0.3%
South Central	640	0.6%
Eastern	130	0.3%
<b>Montana</b>	<b>5,330</b>	<b>0.9%</b>

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032.

- Forecasts point to the construction sector as the largest contributor to job creation until 2032. Construction is expected to add approximately 1,060 jobs per year – the most of any industry. Healthcare follows closely behind with 820 jobs per year, then accommodation and food service (720), and the professional and technical services industry (590).

Significant demand for workers is projected over the next decade due to economic growth as well as turnover and labor force exits within the existing workforce. MTDLI estimates there will be over 73,000 job openings per year in Montana through 2032. Most of these job openings (54%) are generated by turnover, as workers change careers or move up the career ladder. Approximately 39% of projected job openings are generated due to retirements and other labor force exits. The state's aging population and increased retirements have driven long run declines in labor force participation, thus generate significant demand for workers to fill these openings over the next decade.

Highlights of projected workforce demand include:

- Food-preparation and serving-related occupations are projected to have the most job openings, reflecting the large number of jobs in these occupations and the higher turnover.
- Job openings for computer and mathematical occupations, healthcare practitioners, legal, architecture and engineering, and construction and extraction occupations are projected to increase due to an increase in demand for workers with these skills.
- 73% of all job openings (53,210 per year) will be in jobs that require a high school education or less. Another 25% of annual openings (7,930 per year) will be in occupations that require some college or a bachelor's degree. Only 2% of annual job openings will be in occupations that require a degree beyond a bachelor's degree.
- High-demand middle-wage jobs paying between \$45,000 and \$65,000 include:
  - Truck drivers (1,020 annual job openings)
  - Construction laborers
  - Retail supervisors
  - Electricians
  - Carpenters
- High-demand high-wage occupations paying more than \$65,000 include:
  - General and operations managers (960 annual job openings)
  - Registered nurses
  - Construction trades supervisors
  - Plumbers

The MTDLI projects continued employment growth over the next decade, returning to a rate of growth more consistent with long-run trends. Long-term employment growth and an aging and retiring workforce will drive continued demand for workers in Montana. Significant workforce demand will persist for high-wage occupations in construction and healthcare, as well as increased demand for workers trained in many STEM fields. MTDLI projects steady employment growth across many industries and regions within the state, propelling continued economic growth over the next decade.

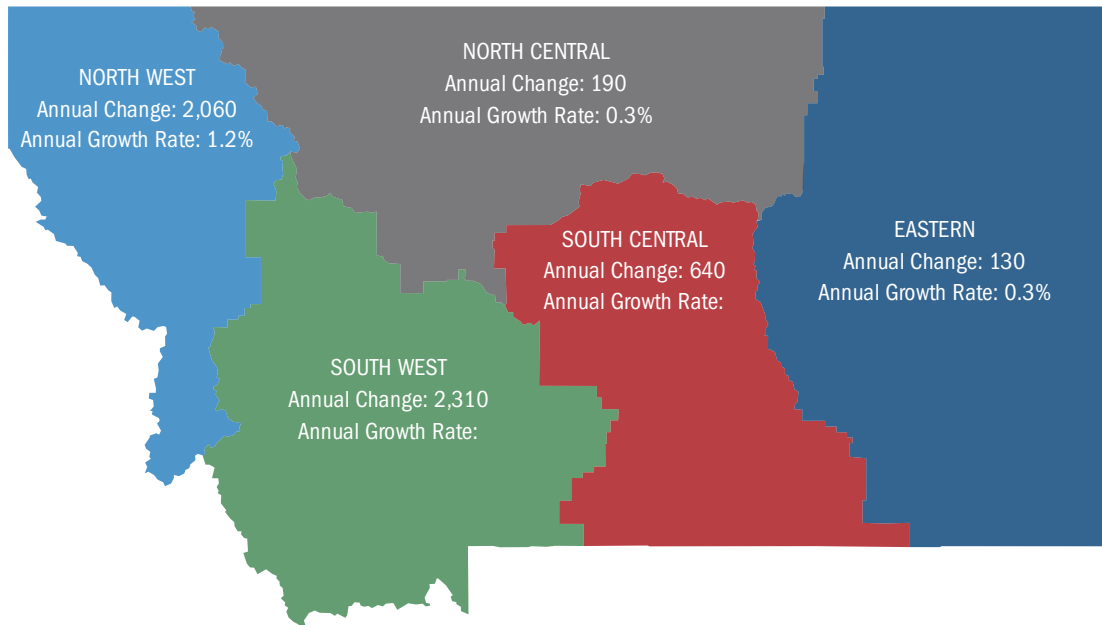
## ABOUT EMPLOYMENT PROJECTIONS

Every year, the Montana Department of Labor & Industry (MTDLI) produces employment projections in conjunction with the U.S. Department of Labor to be used by a variety of groups and individuals to help plan workforce development. Employment projections are produced over a two-year and ten-year time frame, by industry and occupation, as well as for the state and five sub-state regions. The five substate regions are shown in Figure 2.

Employment forecasts are an estimate of the future demand for workers based on historical employment data and the knowledge that is available at the time of the forecast. Because the economy is constantly changing, the forecasts are not going to be exactly right. Instead, projections should be viewed as the most likely employment growth outcome given the current knowledge and information about the economy. Additionally, projections focus on long-term employment growth, rather than short-term and temporary fluctuations in the business cycle. Therefore, employment forecasts are published as a linear average over the two-year and ten-year period, even though the underlying forecast may include variations from that trend.

This report provides a broad overview of this year's statewide and regional projections along with commonly requested tables of high-demand jobs by specific categories (such as jobs requiring a bachelor's degree, jobs that pay higher than \$65,000, and apprenticeable jobs). For detailed information on methodology, see Appendix A. For information of past forecast accuracy, see Appendix B.

**Figure 2: Montana Projection Regions with Average Annual Growth Rates**



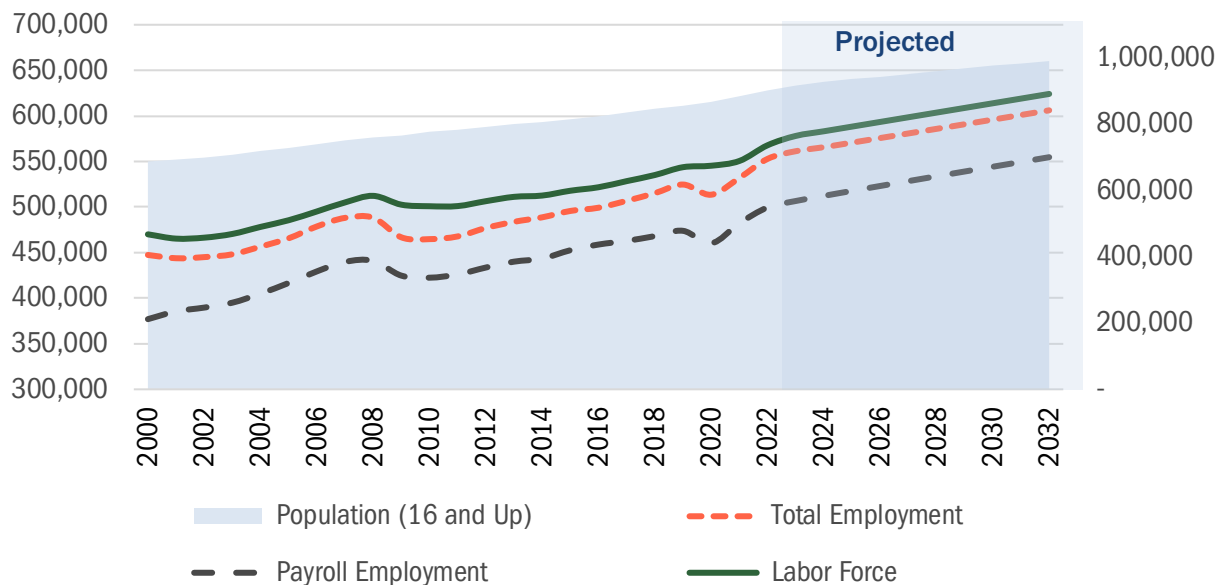
Source: Montana Department of Labor & Industry Employment Projections, 2022-2032.

## OVERVIEW OF MONTANA'S 2022-2032 PROJECTIONS

Montana added over 20,000 jobs in 2022 – a record high for the state. Following the pandemic recession in 2020, employment grew by over 3.5% per year in 2021 and 2022. The notable growth in 2021 and 2022 was attributed to rehiring laid-off individuals and a higher-than-normal influx of out-of-state workers, facilitated by remote work policies. Looking forward, employment growth is projected to continue at a tempered rate after 2022 due in large part to a lack of available workers and persistently low unemployment rates. Despite a slow down in growth, total employment in Montana is projected to surpass 600,000 by 2032.

Figure 3 illustrates the historical and projected employment from 2000 to 2032. MTDLI projects the state will add an average of approximately 5,300 jobs per year through 2032, which translates to 0.9% employment growth annually. Stronger employment growth is anticipated in the near term, propelled by higher in-migration rates and a significant increase in job openings following the pandemic recession. However, employment growth is expected to taper overtime from 1.2% in 2024 to below 1% in 2032. Long-run growth is primarily limited by tight labor markets; however, positive migration trends will continue to offset some of the workforce supply constraints caused by the state's aging population.

**Figure 3: Total Employment, Payroll Employment, Labor Force and Working Age Population**

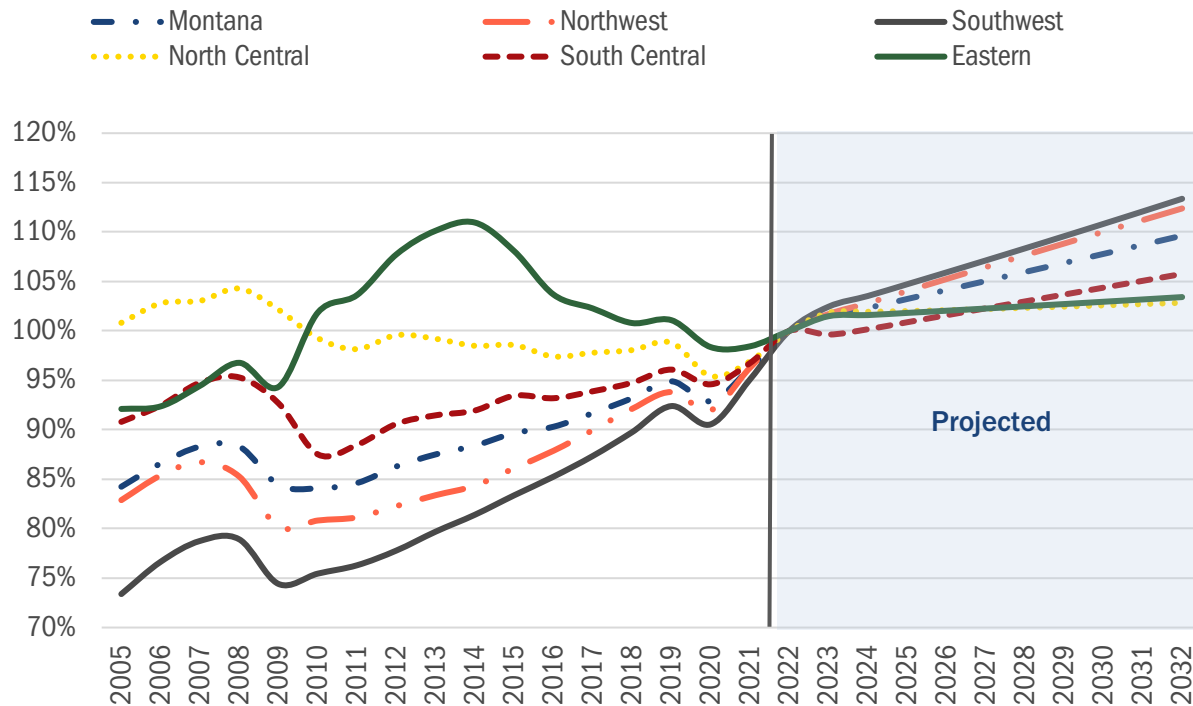


Source: Montana Department of Labor & Industry Employment Projections, 2022-2032.

All regions of Montana are projected to have employment growth in the next decade, although growth in the eastern and north central regions will be relatively small (see Figures 1, 2, and 4). The southwest region, which includes Bozeman, Helena, and Butte, is forecasted to have the highest annual growth in employment at 2,310 jobs compared to the average growth over the previous decade of around 3,850 jobs. Total employment is projected to grow 13% by 2032 compared to 2022 levels. The northwest region, which includes Missoula and Kalispell, is expected to have the second-highest growth rate with an annual increase of 2,060 jobs compared to the previous decade's growth of roughly 2,950 jobs per year. Both regions have had

strong employment growth driven in part by an influx in population that facilitated job gains in a broad set of industries including construction, retail trade, accommodation and food service, and professional services.

**Figure 4: Regional Employment Indexed to 2022**



Source: Montana Department of Labor & Industry Employment Projections, 2022-2032.

Employment in the south-central region, which includes Billings, is forecasted to grow by 6% from 2022 to 2032. This growth translates to an annual average growth rate of 0.6%, or 640 added jobs per year. The retirement of Colstrip units 1 and 2 in January 2021 and a decrease in wages from the mining and utilities industry are the main contributors to slower growth in the region. Despite these challenges, the region is expected to see growth in industries such as healthcare, construction, and leisure activities.

Over the past 20 years, employment in the eastern region boomed and busted with activity in the Bakken oilfields. The Bakken oil boom increased employment in 2010 at a time when much of the state was having losses due to the 2009 recession. Employment peaked in eastern Montana in 2014 at a level 11% higher than its current level. With oil prices falling in 2015, activity in the Bakken slowed. Employment in Eastern Montana is now lower than it was in 2010. The current economic forecast for the region predicts no significant changes in employment over the next decade, with only slight growth of 130 jobs per year.

The north central region is also expected to have only moderate growth. Over the previous decade, the region grew by roughly 30 jobs per year. Average growth over the next ten years is expected to be roughly 190 jobs per year.

## INDUSTRY GROWTH

Figure 5 shows Montana's long-term and projected employment growth rates by industry and for payroll and total employment, which includes self-employed workers.<sup>1</sup> Total employment is projected to grow slower than payroll employment as a tight labor market raises wages, drawing some self-employed workers into payroll jobs.

**Figure 5: Montana Compounding Annual Employment Growth by Industry**

Industry	2019-2021 Growth Rate	2022-2024 Growth Rate	2022-2024 Annual Job Growth	2011-2021 Growth Rate	2022-2032 Growth Rate	2022-2032 Annual Job Growth
Construction	8.0%	3.1%	1,120	4.6%	2.6%	1,060
Healthcare	1.3%	1.3%	990	1.3%	1.0%	820
Accommodation and Food	10.1%	1.3%	760	2.1%	1.2%	720
Professional and Technical	7.7%	2.7%	760	3.4%	2.0%	590
Retail Trade	3.9%	0.8%	510	1.1%	0.8%	500
Manufacturing	3.8%	1.3%	280	2.3%	1.3%	300
Wholesale Trade	3.8%	2.0%	370	1.1%	1.1%	210
Local Government	1.6%	1.0%	210	1.0%	0.9%	210
Agriculture	4.7%	2.9%	200	3.8%	2.4%	190
Finance	3.2%	1.3%	230	1.6%	1.0%	180
Other	3.7%	0.9%	180	1.3%	1.0%	180
Real Estate	8.3%	1.9%	140	3.1%	1.6%	120
Admin and Support Services	6.8%	0.8%	160	0.5%	0.6%	120
Transportation & Warehousing	2.9%	0.6%	90	1.2%	0.7%	110
Education	1.8%	0.2%	80	0.2%	0.2%	100
Arts and Entertainment	6.2%	0.8%	100	1.3%	0.7%	90
Federal Government	-2.2%	1.8%	170	-0.5%	0.4%	40
Mining	0.4%	1.1%	70	-3.2%	0.3%	20
Management	-0.6%	0.7%	20	-0.2%	0.3%	10
Utilities	-0.1%	0.7%	20	-1.4%	0.1%	0
State Government	-0.4%	-0.2%	-30	-0.3%	0.0%	0
Postal Service	-2.0%	-1.9%	-40	-0.8%	-0.7%	-10
Information	-0.5%	-0.4%	-20	-1.8%	-0.5%	-30
<b>Payroll Employment</b>	<b>4.2%</b>	<b>1.3%</b>	<b>6,360</b>	<b>1.4%</b>	<b>1.1%</b>	<b>5,510</b>
<b>Total Employment</b>	<b>3.8%</b>	<b>1.2%</b>	<b>6,420</b>	<b>1.50%</b>	<b>0.90%</b>	<b>5,330</b>

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Note: The healthcare and education industries include both private and public employment. All other public employment is included in government.

<sup>1</sup> The healthcare and social assistance industry and the educational services industry include both private and public employment. All other public employment is included in federal, state, or local government.

Forecasts point to the construction sector emerging as the largest contributor to job creation until 2032. Construction is expected to add approximately 1,120 jobs per year in 2022 and 2023, before slowing slightly for a 10-year average of 1,060 jobs added per year through 2032. Montana's already high population growth grew even higher from the pandemic's influx of new residents. This surge has led to an increased demand for residential construction projects, especially in the northwest and southwest regions of the state. In addition, construction employment will receive additional stimulus from government outlays allocated to infrastructure. As Montana strategically allocates federal stimulus funds to bolster its infrastructure, increasing levels of construction activity are anticipated.

Employment in the healthcare and social assistance sector struggled through the pandemic and failed to grow as rapidly as previously projected. Factors such as the closure of nursing homes and burnout among healthcare workers led to lower employment in 2020, and only modest growth in 2021 and 2022. Childcare facilities that grappled with staffing shortages during the pandemic continue to encounter challenges in retaining adequate staffing levels. Healthcare is expected to be in high demand due to an aging population, but as with all industries, labor shortages will likely slow employment growth over the next ten years.

Montana's professional and technical services sector has experienced remarkable growth throughout the past decade, solidifying its position as one of the state's most rapidly expanding industries. Even during the pandemic, this sector maintained its upward trajectory, largely unaffected due to the advantageous ability of professionals to work remotely. The increased popularity of remote work not only shielded the industry from negative impacts but also contributed to accelerated migration to Montana by allowing workers to move while retaining their remote jobs. With the ongoing evolution of remote work practices and technological innovations, the professional and technical services field is positioned to achieve greater significance in Montana's economic landscape over the next decade.

Accommodation and food service will likely face challenges in maintaining the pace of growth witnessed over the previous decade, growing at a rate of 1.2% compared to 2.1%. Slowed growth can be attributed primarily to workforce shortages, which place the industry at a disadvantage due to its historically modest wages relative to other industries. Increased competition over limited workers is expected to limit growth in this industry as workers seek out higher paying opportunities.

## **OCCUPATIONAL DEMAND**

In the next decade, Montana is projected to have an annual total of 73,590 job openings, with new jobs accounting for 7% of the total. The majority of projected job openings are due to worker movement between occupations. Over half of all job openings, 54% or roughly 39,440, are due to workers transferring to a new occupation, leaving behind an open position in the occupation that was left. Another 39% of job openings will be due to workers exiting the labor force, for reasons such as retirement or enrolling in school.

### Sources of Job Openings

**New Jobs** refer to jobs from growth in employment.

**Exits** refer to people who leave their job and exit the labor force, such as to retire or to enroll in school.

**Transfers** are workers who leave one occupation for a different occupation, like a career change or promotion.

**Total Openings** are the number of annual job openings from any of the above sources (turnover, or new jobs).

*This methodology changed in 2016, see [bls.gov](https://www.bls.gov) for more information.*

The largest occupational group in terms of total openings is food-preparation and serving-related occupations, reflecting the large number of jobs in these occupations and the higher turnover experienced by lower-wage jobs (Figure 6). This is followed by office and administrative support and sales and related occupations for similar reasons.

Certain occupation groups have a higher proportion of job openings due to growth than due to turnover, suggesting growth in demand for relevant skills. These include computer and mathematical occupations (12% of openings due to growth), healthcare practitioners (13%), legal (16%), architecture and engineering (15%), construction and extraction (16%).

**Figure 6: Annual Projected Demand by Occupation Group, 2022-2032**

Rank	Occupation Group	Annual Openings				MT Median Wage
		New Jobs	Exits	Transfers	Total Openings	
1	Food Preparation and Serving Related	650	4,780	5,920	11,350	\$27,040
2	Office and Administrative Support	90	3,650	4,270	8,010	\$38,080
3	Sales and Related	310	3,410	4,270	7,990	\$34,410
4	Transportation and Material Moving	440	2,270	3,480	6,180	\$38,960
5	Construction and Extraction	770	1,470	2,670	4,910	\$51,500
6	Healthcare Support	370	1,590	1,840	3,800	\$32,570
7	Building and Grounds Cleaning and Maintenance	110	1,610	1,870	3,590	\$33,310
8	Management	350	1,240	1,980	3,570	\$83,200
9	Personal Care and Service	200	1,160	1,740	3,100	\$28,860
10	Business and Financial Operations	360	920	1,720	3,000	\$63,190

Rank	Occupation Group	Annual Openings				MT Median Wage
		New Jobs	Exits	Transfers	Total Openings	
11	Installation, Maintenance, and Repair	310	990	1,660	2,970	\$49,020
12	Educational Instruction and Library	120	1,290	1,290	2,690	\$47,630
13	Production	170	890	1,440	2,500	\$40,420
14	Healthcare Practitioners and Technical	300	1,010	950	2,260	\$75,380
15	Arts, Design, Entertainment, Sports, and Media	100	470	690	1,260	\$43,980
16	Community and Social Service	110	430	640	1,190	\$43,240
17	Farming, Fishing, and Forestry	120	340	700	1,160	\$40,250
18	Protective Service	60	420	500	990	\$46,820
19	Life, Physical, and Social Science	70	200	660	940	\$58,360
20	Architecture and Engineering	130	280	460	870	\$72,820
21	Computer and Mathematical	100	230	500	820	\$69,620
22	Legal	70	160	190	430	\$69,020
<b>Total</b>		<b>5,330</b>	<b>28,830</b>	<b>39,440</b>	<b>73,590</b>	<b>\$42,210</b>

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032.

The top 10 detailed occupations with the most job openings are shown in Figure 7. These occupations include fast food and counter workers (3,490 annual openings), retail salespersons (2,570), cashiers (2,240), home health personal care aides (1,950), and waiters and waitresses (1,700). These occupations generally employ many people in Montana while having high turnover due to their lower wages and skill requirements. All the top occupations require a high school education or less and on-the-job training of less than a year. Office clerk is the highest-paying occupation among the top ten with a median annual wage of \$37,860. However, all of Montana's top ten occupations with the most job openings have median wages below the state's overall median wage of \$42,210.

The education and work experience listed is the minimum required to enter the profession as determined by the U.S. Department of Labor, Bureau of Labor Statistics. For occupations without a clear path to entry, the BLS determines the typical path based on the current minimum qualifications of workers filling those positions. At these minimums, the worker will likely be earning less than the average wage for the industry.

**Figure 7: Top Ten Occupations by Total Openings, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings			Total Openings	MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers		
1	Fast Food and Counter Workers	<HSE	ST OJT	100	1,700	1,690	3,490	\$27,170
2	Retail Salespersons	<HSE	ST OJT	150	1,070	1,350	2,570	\$30,460
3	Cashiers	<HSE	ST OJT	-20	1,150	1,110	2,240	\$27,870
4	Home Health and Personal Care Aides	HSE	ST OJT	270	900	780	1,950	\$29,140
5	Waiters and Waitresses	<HSE	ST OJT	70	680	950	1,700	\$20,470
6	Office Clerks, General	HSE	ST OJT	50	770	770	1,600	\$37,860
7	Cooks, Restaurant	<HSE	MT OJT	250	590	720	1,560	\$30,060
8	Stockers and Order Fillers	HSE	ST OJT	120	530	880	1,520	\$34,660
9	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	<HSE	ST OJT	30	660	670	1,370	\$34,390
10	Bartenders	<HSE	ST OJT	120	350	770	1,240	\$22,160

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: <HSE = less than high school diploma; HSE = High school diploma or equivalent; ST OJT = short-term on-the-job training; MT OJT = medium-term on-the-job training

## OCCUPATIONAL DEMAND – HIGH WAGE JOBS

Montanans planning for their first career or considering a career change can benefit from looking at high-demand occupations with high-pay. Figures 8 shows the occupations that pay between \$45,000 and \$65,000 per year with the most projected openings, while Figure 9 shows the most in-demand occupations paying over \$65,000 per year. Most high-wage occupations require more work experience and/or post-secondary education. The most in-demand job in this wage bracket is truck drivers with 1,020 job openings annually. Other high-paying occupations include trades such as carpenters, electricians, and plumbers, which require completion of an apprenticeship. Only two of the top ten occupations earning \$45,000-\$65,000 require a bachelor's degree.

**Figure 8: Top Ten Occupations Earning Between \$45,000 - \$65,000, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	Heavy and Tractor-Trailer Truck Drivers	PS ND	ST OJT	80	370	570	1,020	\$50,250
2	Construction Laborers	<HSE	ST OJT	150	270	470	890	\$46,800
3	First-Line Supervisors of Retail Sales Workers	HSE	<5 yrs	10	310	510	830	\$46,950
4	Carpenters	HSE	Appren	120	240	400	760	\$47,820
5	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	HSE	MT OJT	60	170	320	540	\$55,640
6	First-Line Supervisors of Office and Administrative Support Workers	HSE	<5 yrs	10	200	300	520	\$54,900
7	Operating Engineers and Other Construction Equipment Operators	HSE	MT OJT	80	150	280	510	\$57,420
8	Business Operations Specialists, All Other	Bach		30	130	250	410	\$62,870
9	Electricians	HSE	Appren	80	100	200	380	\$62,610
10	Elementary School Teachers, Except Special Education	Bach		10	150	170	330	\$60,150

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: <HSE = less than high school diploma; HSE = High school diploma or equivalent; PS ND = Postsecondary no degree; Appren = Apprenticeship; Bach = Bach degree; ST OJT = short-term on-the-job training; MT OJT = medium-term on-the-job training; <5 yrs = less than five years of experience

Figure 9 shows occupations paying a median wage over \$65,000. Most in-demand occupations in this wage range require a bachelor's degree or higher. At the top of the list are general and operations managers (960 annual openings), followed by registered nurses (640), construction trades supervisors (610), accountants and auditors (480), and managers (420).

**Figure 9: Top Ten Occupations Earning Over \$65,000, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	General and Operations Managers	Bach	5+ yrs	130	220	610	960	\$82,230
2	Registered Nurses	Bach		50	330	260	640	\$76,550
3	First-Line Supervisors of Construction Trades and Extraction Workers	HSE	5+ yrs	120	170	320	610	\$72,210
4	Accountants and Auditors	Bach		60	150	270	480	\$68,460
5	Managers	Bach	<5 yrs	0	160	260	420	\$85,340
6	First-Line Supervisors of Mechanics, Installers, and Repairers	HSE	<5 yrs	40	110	160	310	\$66,750
7	Medical and Health Services Managers	Bach	<5 yrs	70	80	140	280	\$96,700
8	Plumbers, Pipefitters, and Steamfitters	HSE	Appren	40	70	150	270	\$74,880
9	Management Analysts	Bach	<5 yrs	40	80	120	240	\$78,460
10	Market Research Analysts and Marketing Specialists	Bach		50	60	140	240	\$65,500

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: HSE = High school diploma or equivalent; Appren = Apprenticeship; Bach = Bach degree; 5+ yrs = five or more years of experience; <5 yrs = less than five years of experience

## OCCUPATIONAL DEMAND – EDUCATION LEVEL

Most of Montana's projected job openings are in occupations that do not require post-secondary education. These jobs frequently offer lower pay and have high turnover rates as workers gain skills and advance in their careers to longer-term, more stable employment. As shown in Figure 10, worker demand and average wages vary based on the minimum education required for the occupation. Over the next decade, it is projected that 73% of all job openings (53,210 per year) will be in jobs that require a high school education or less. Another 25% of annual openings (7,930 per year) will be in occupations that require some college or a bachelor's degree. Only 2% of annual job openings will be in occupations that require a degree beyond a bachelor's degree.

**Figure 10: Job Openings by Minimum Education Level, 2022-2032**

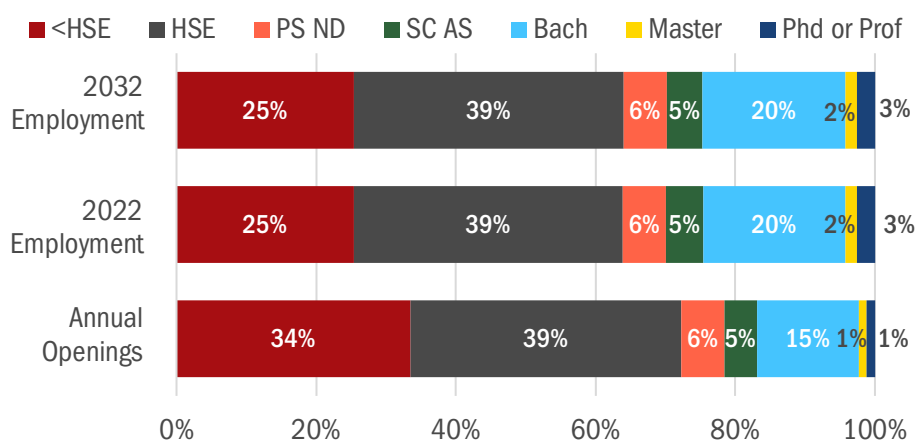
Minimum Education	Annual Openings				MT Average Annual Wage
	New Jobs	Exits	Transfers	Total Openings	
Less than High School	1,390	10,420	12,850	24,660	\$32,307
High School Diploma	2,060	10,940	15,560	28,550	\$46,877
Post-secondary Non-Degree	320	1,680	2,480	4,480	\$47,550
Some College or Associates	210	1,480	1,760	3,450	\$46,462
Bachelor's Degree	1,110	3,590	6,070	10,770	\$75,289
Master's Degree	110	330	390	830	\$78,390
Phd or Prof	120	410	320	840	\$125,700

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032.

Wages increase with education level, with the average wage of occupations requiring a high school education at \$46,877 compared to \$75,289 for occupations requiring a bachelor's degree. Occupations requiring a master's degree, or a professional/doctoral degree pay average wages of \$78,390 and \$125,700 respectively.

Montana's occupational distribution by minimum education is expected to remain consistent over time. Jobs requiring a high school education or less are expected to make up approximately 64% of employment in 2022, 2024, and 2032. There is more turnover in lower-wage, lower-education occupations, which accounts for the larger share of openings (73%) compared to employment (64%). In 2032, it is expected that more than 36% of workers will require some post-secondary education.

Using minimum education requirements for workforce planning should be approached with caution. While they may indicate the lowest level of training needed to enter an occupation, additional education and training is often necessary to progress in a career and achieve mastery of job duties.

**Figure 11: Employment and Job Openings by Minimum Education**

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: <HSE = less than high school diploma; HSE = High school diploma or equivalent; SC AS = Some college or Associate's; PS ND = Postsecondary no degree; Bach = Bach degree; Master = Master's degree; PhD or Prof = Doctoral or professional degree.

A survey of the typical education of workers in many occupations shows that workers tend to have higher levels of education than the minimum requirements suggest.<sup>2</sup> Employers who hire workers at the minimum level should expect to provide further training to bring these employees up to the productivity levels of the current and previous workforce. Minimum education requirements suggest that only 36% of jobs require education beyond a high school degree, though 59% of workers who fill occupations have an education beyond a high school degree.

Workforce planners give much consideration to jobs that require postsecondary education because they require more preparation and training. Furthermore, higher education levels tend to result in higher wages and improve productivity which can benefit Montana's economy. The most in-demand occupations requiring a bachelor's degree or higher in Montana (Figure 12) include general and operations managers, which have an annual average of 960 openings and pay a median wage of \$82,230, as well as registered nurses (640 openings, median wage of \$76,550), and accountants and auditors (480 annual openings, median wage of \$68,460).

**Figure 12: Top Ten Occupations Requiring a Bachelor's Degree or Higher, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	General and Operations Managers	Bach	5+ yrs	130	220	610	960	\$82,230
2	Registered Nurses	Bach		50	330	260	640	\$76,550
3	Accountants and Auditors	Bach		60	150	270	480	\$68,460
4	Managers	Bach	<5 yrs	0	160	260	420	\$85,340
5	Business Operations Specialists	Bach		30	130	250	410	\$62,870
6	Elementary School Teachers, Except Special Education	Bach		10	150	170	330	\$60,150
7	Secondary School Teachers, Except Special and CTE	Bach		10	120	160	300	\$49,650
8	Medical and Health Services Managers	Bach	<5 yrs	70	80	140	280	\$96,700
9	Coaches and Scouts	Bach		30	100	130	250	\$32,840
10	Human Resources Specialists	Bach		30	70	150	250	\$54,790

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Source: MTDLI Employment Projections, 2021-2031.  
Notes: Bach = Bach degree; 5+ yrs = five or more years of experience; <5 yrs = less than five years of experience

<sup>2</sup> Based on occupational employment and O\*NET Typical Education Survey.

For individuals who are willing to pursue some post-secondary education, but do not want to commit to the four years typically required for a bachelor's degree, there are many occupations that require some post-secondary education but less than a bachelor's degree (Figure 13). The most in-demand occupation in this category are bookkeeping, accounting, and auditing clerks, which need a minimum of a year of on-the-job training and pay a median wage of \$39,020. Occupations with the highest median wage in this category are truck drivers (1,020 openings, median wage of \$50,250), heating, air conditioning, and refrigeration mechanics and installers (240 openings, median wage of \$49,150), and automotive service technicians and mechanics (270 openings, median wage of \$48,040).

**Figure 13: Top Ten Occupations Requiring Some Postsecondary Education, but Less Than a Bachelor's Degree, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	Bookkeeping, Accounting, and Auditing Clerks	SC AS	MT OJT	30	640	530	1,200	\$39,020
2	Heavy and Tractor-Trailer Truck Drivers	PS ND	ST OJT	80	370	570	1,020	\$50,250
3	Nursing Assistants	PS ND		20	320	410	750	\$35,540
4	Teaching Assistants, Except Postsecondary	SC AS		20	260	240	520	\$30,280
5	Hairdressers, Hairstylists, and Cosmetologists	PS ND		30	140	170	340	\$29,490
6	Medical Assistants	PS ND		20	90	190	300	\$40,130
7	Automotive Service Technicians and Mechanics	PS ND	ST OJT	10	90	170	270	\$48,040
8	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	PS ND	LT OJT	40	60	130	240	\$49,150
9	Dental Assistants	PS ND		10	80	130	220	\$38,390
10	Forest and Conservation Technicians	SC AS		10	40	160	220	\$36,110

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: SC AS = Some college or Associate's; PS ND = Postsecondary no degree; ST OJT = short-term on-the-job training; MT OJT = medium-term on-the-job training; LT OJT = Long-term on-the-job-training.

Many in-demand occupations require less than a bachelor's degree yet pay high wages. Figure 14 illustrates the top occupations that earn \$45,000 or more and require a high school diploma or less. These types of positions generally require some level of prior work experience, one month to one year of on-the-job training, or a registered apprenticeship credential. Four out of the ten top occupations are supervisory roles. Carpenters, electricians, and plumbers are part of

Montana's registered apprentice program, are projected to have a high number of job openings, and pay a median wage of \$47,820, \$62,610, and \$74,880, respectively.

**Figure 14: Top Ten Occupations Earning Over \$45,000 that Require a High School Education or Less, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	Construction Laborers	<HSE	ST OJT	150	270	470	890	\$46,800
2	First-Line Supervisors of Retail Sales Workers	HSE	<5 yrs	10	310	510	830	\$46,950
3	Carpenters	HSE	Appren	120	240	400	760	\$47,820
4	First-Line Supervisors of Construction Trades and Extraction Workers	HSE	5+ yrs	120	170	320	610	\$72,210
5	Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	HSE	MT OJT	60	170	320	540	\$55,640
6	First-Line Supervisors of Office and Administrative Support Workers	HSE	<5 yrs	10	200	300	520	\$54,900
7	Operating Engineers and Other Construction Equipment Operators	HSE	MT OJT	80	150	280	510	\$57,420
8	Electricians	HSE	Appren	80	100	200	380	\$62,610
9	First-Line Supervisors of Mechanics, Installers, and Repairers	HSE	<5 yrs	40	110	160	310	\$66,750
10	Plumbers, Pipefitters, and Steamfitters	HSE	Appren	40	70	150	270	\$74,880

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: <HSE = less than high school diploma; HSE = High school diploma or equivalent; Appren = Apprenticeship; ST OJT = short-term on-the-job training; MT OJT = medium-term on-the-job training; 5+ yrs = five or more years of experience; <5 yrs = less than five years of experience

Figure 15 highlights in-demand occupations requiring an advanced degree. Notable occupations include lawyers, with 190 annual openings and a median wage of \$86,030, nurse practitioners (90 openings, median wage of \$127,350), and physical therapists (80 openings, median wage of \$82,170).

**Figure 15: Top Ten Occupations Requiring an Advanced Degree, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	Lawyers	Phd or Prof		40	80	70	190	\$86,030
2	Nurse Practitioners	Master		40	20	30	90	\$127,350
3	Physical Therapists	Phd or Prof		20	30	20	80	\$82,170
4	Librarians and Media Collections Specialists	Master		0	40	30	70	\$58,420
5	Healthcare Social Workers	Master	Intern	10	20	30	60	\$58,600
6	Education Administrators, K-12	Master	5+ yrs	0	20	40	60	\$87,400
7	Educational, Guidance, and Career Counselors and Advisors	Master		0	20	30	60	\$53,530
8	Physician Assistants	Master		20	20	20	60	\$128,120
9	Pharmacists	Phd or Prof		0	30	20	50	\$129,120
10	Instructional Coordinators	Master	5+ yrs	0	20	20	50	\$54,720

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: Master = Master's degree; PhD or Prof = Doctoral or professional degree; Intern = Internship; 5+ yrs = five or more years of experience

## HEALTHCARE OCCUPATIONS IN HIGH DEMAND

Making up 15% of payroll employment, Montana's largest industry by employment, healthcare and social assistance, is expected to see the second most growth in Montana from 2022 to 2032. The two factors driving the increased demand for healthcare workers are Montana's aging population and continued in-migration. Montana's healthcare industry is projected to add 820 new jobs per year, on average, over the next decade. Figure 16 illustrates the top 10 healthcare occupations by the number of annual openings. The occupation with the most openings is home health and personal care aides, which requires a high school education and short-term on-the-job training and pays around \$29,140. Most of the top healthcare occupations require some post-secondary education, but many do not require a bachelor's degree.

**Figure 16: Top Ten Healthcare Occupations, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	Home Health and Personal Care Aides	HSE	ST OJT	270	900	780	1,950	\$29,140
2	Nursing Assistants	PS ND		20	320	410	750	\$35,540
3	Registered Nurses	Bach		50	330	260	640	\$76,550
4	Medical Assistants	PS ND		20	90	190	300	\$40,130
5	Dental Assistants	PS ND		10	80	130	220	\$38,390
6	Licensed Practical and Licensed Vocational Nurses	PS ND		10	70	80	160	\$51,740
7	Pharmacy Technicians	HSE	MT OJT	10	50	70	130	\$39,070
8	Veterinary Assistants and Laboratory Animal Caretakers	HSE	ST OJT	10	30	70	120	\$28,710
9	Veterinary Technologists and Technicians	SC AS		20	30	50	100	\$36,160
10	Nurse Practitioners	Master		40	20	30	v	\$127,350

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: HSE = High school diploma or equivalent; SC AS = Some college or Associate's; PS ND = Postsecondary no degree; Master = Master's degree; ST OJT = short-term on-the-job training; MT OJT = medium-term on-the-job training

## OCCUPATIONAL DEMAND – STEM

The STEM field (science, technology, engineering, and mathematics) is one of the most rapidly growing, highest paying areas of the economy. Jobs in STEM will be vital to Montana's economic growth. Projected openings for Montana's top STEM occupations are shown in Figure 17. STEM occupations include some previously mentioned healthcare occupations. Also topping the list are some computer occupations such as computer user support specialists (180 openings, median wage of \$48,880), computer programmers (90 openings, median wage of \$81,650), and network and computer systems administrators (80 openings, median wage of \$77,340). Other notable occupations include civil engineers (160 openings, median wage of \$78,290) and architectural and civil drafters (80 openings, median wage of \$57,870).

**Figure 17: Top Ten STEM Occupations Montana, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	Registered Nurses	Bach		50	330	260	640	\$76,550
2	Medical and Health Services Managers	Bach	<5 yrs	70	80	140	280	\$96,700
3	Computer User Support Specialists	SC AS	MT OJT	20	50	110	180	\$48,880
4	Licensed Practical and Licensed Vocational Nurses	PS ND		10	70	80	160	\$51,740
5	Civil Engineers	Bach		30	40	80	160	\$78,290
6	Computer Programmers	Bach		0	30	60	90	\$81,650
7	Nurse Practitioners	Master		40	20	30	90	\$127,350
8	Network and Computer Systems Administrators	Bach		10	20	50	80	\$77,340
9	Architectural and Civil Drafters	SC AS		10	30	40	80	\$57,870
10	Physical Therapists	Phd or Prof		20	30	20	80	\$82,170

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: SC AS = Some college or Associate's; PS ND = Postsecondary no degree; Bach = Bach degree; Master = Master's degree; PhD or Prof = Doctoral or professional degree; MT OJT = medium-term on-the-job training; <5 yrs = less than five years of experience

## OCCUPATIONAL DEMAND - APPRENTICESHIPS

Apprenticeship is a crucial and growing training model for building a skilled workforce in Montana. Montana's apprenticeship program continues to train workers into skilled, high-wage jobs through partnerships with business sponsors around the state. Figure 18 shows the top ten apprenticeable occupations by projected openings. These occupations have the potential to be apprenticed in Montana, though not every position is currently filled that way. Top occupations include cooks (1,560 openings, average wage of \$30,060), bookkeeping, accounting, and auditing clerks (1,200 openings, average wage of \$39,020), and truck drivers (1,020 annual openings and a median wage of \$50,250).

**Figure 18: Top Ten Occupations with Apprenticeships in Montana, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	Cooks, Restaurant	<HSE	MT OJT	250	590	720	1,560	\$30,060
2	Bookkeeping, Accounting, and Auditing Clerks	SC AS	MT OJT	30	640	530	1,200	\$39,020
3	Heavy and Tractor-Trailer Truck Drivers	PS ND	ST OJT	80	370	570	1,020	\$50,250
4	Construction Laborers	<HSE	ST OJT	150	270	470	890	\$46,800
5	Carpenters	HSE	Appren	120	240	400	760	\$47,820
6	Nursing Assistants	PS ND		20	320	410	750	\$35,540
7	Registered Nurses	Bach		50	330	260	640	\$76,550
8	Maintenance and Repair Workers, General	HSE	MT OJT	60	230	320	610	\$39,640
9	Childcare Workers	HSE	ST OJT	0	240	310	540	\$26,720
10	Operating Engineers and Other Construction Equipment Operators	HSE	MT OJT	80	150	280	510	\$57,420

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: <HSE = less than high school diploma; HSE = High school diploma or equivalent; SC AS = Some college or Associate's; PS ND = Postsecondary no degree; Appren = Apprenticeship; Bach = Bach degree; ST OJT = short-term on-the-job training; MT OJT = medium-term on-the-job training

Apprenticeship continues to grow in popularity in Montana. There is still room for apprenticeship to grow into other high-wage, high-demand occupations that currently don't have programs. Figure 19 shows the top apprenticeable occupations not yet apprenticed in Montana<sup>3</sup> that pay a median wage of more than \$45,000. The most in-demand occupation is general and operations managers (960 openings and a median wage of \$82,230), followed by supervisors of retail sales workers (830 openings and an average wage of \$46,950) and accountants (480 openings, median wage of \$68,460).

<sup>3</sup> According to the U.S. Department of Labor's ApprenticeshipUSA

**Figure 19: Top Ten U.S. Apprenticeable Occupations Not Yet Apprenticed in Montana, 2022-2032**

Rank	Occupation	Minimum Requirements		Annual Openings				MT Median Wage
		Educ	Work Exp	New Jobs	Exits	Transfers	Total Openings	
1	General and Operations Managers	Bach	5+ yrs	130	220	610	960	\$82,230
2	First-Line Supervisors of Retail Sales Workers	HSE	<5 yrs	10	310	510	830	\$46,950
3	Accountants and Auditors	Bach		60	150	270	480	\$68,460
4	First-Line Supervisors of Mechanics, Installers, and Repairers	HSE	<5 yrs	40	110	160	310	\$66,750
5	Human Resources Specialists	Bach		30	70	150	250	\$54,790
6	Management Analysts	Bach	<5 yrs	40	80	120	240	\$78,460
7	Market Research Analysts and Marketing Specialists	Bach		50	60	140	240	\$65,500
8	Project Management Specialists	Bach		40	50	120	200	\$76,330
9	Police and Sheriff's Patrol Officers	HSE	MT OJT	20	60	110	190	\$60,520
10	Food Service Managers	HSE	ST OJT	10	50	120	170	\$51,150

Source: Montana Department of Labor & Industry Employment Projections, 2022-2032. Notes: HSE = High school diploma or equivalent; Bach = Bach degree; ST OJT = short-term on-the-job training; MT OJT = medium-term on-the-job training; 5+ yrs = five or more years of experience; <5 yrs = less than five years of experience

## CONCLUSION

Long-term employment growth and high levels of labor force exits due to an aging and retiring workforce will contribute to continued demand for workers in Montana. This publication by the Montana Department of Labor & Industry highlights key occupations that are expected to be in high demand and potential areas of focus for training workers. It also serves as a valuable resource for individuals either looking to make a career change or just starting out, by providing information to make informed decisions and discover pathways to well-paying and in-demand careers. To explore the projections data in an interactive tool, visit our projections dashboard at [lmi.mt.gov/Projections](https://lmi.mt.gov/Projections).

## APPENDIX A - METHODOLOGY

The Data and Operations Bureau of the Montana Department of Labor & Industry produces projections of employment growth by industry and occupation. The Department uses the methodologies recommended by the U.S. Department of Labor, ensuring accurate and consistent methodology across timelines and the most updated practices used among states.

### Employment Projections

The employment projections are produced as a part of a contract with the Employment and Training Administration of the U.S. Department of Labor using the nationally recommended methodology for employment forecasts and the programs provided by the Projections Managing Partnership. The employment projections are published on the state labor market information website at [lmi.mt.gov](https://lmi.mt.gov), and are also published nationally on the Employment and Training Administration's website at [projectionscentral.com](https://projectionscentral.com).

The projections are based on historic employment data from January 1990 to December 2022. The primary data source for the Montana industry employment projections is the Quarterly Census of Employment and Wages (QCEW), which is published jointly by the Bureau of Labor Statistics and the Montana Department of Labor & Industry. The QCEW covers payroll employment in Montana and is considered the most accurate data source because it is an actual count of employment from the wage records reported to Unemployment Insurance. The QCEW data is aggregated into the North American Industrial Classification System (NAICS) industries. For Montana's statewide and regional forecasts industry employment projections, two-digit NAICS industries are used.

All industries include only private employment except for the healthcare and education industries, which includes both public and private employment. Therefore, the government industry includes all public employment except for workers in the healthcare and education industries. The treatment of public healthcare and education employment is consistent with national recommendations from the Employment and Training Administration of the U.S. Department of Labor.

Industry forecasts are developed by comparing various functional forms of time series models, which use past employment trends to predict employment in the future, with fit and analyst insight determining the appropriate model. Fit is determined using historic data. Industry projections are compared against the Montana forecasts developed by S&P Global and against other publicly available employment forecasts.

The total employment level is also estimated using a time series model. Data from the Local Area Unemployment Statistics (LAUS) is used to produce the total employment projection. The LAUS data is a model-based estimate that utilizes the national Current Population Survey to calculate the labor force and employment in Montana. Conceptually, the difference between the LAUS total employment estimate and the QCEW payroll employment number is the level of self-employment in Montana. Therefore, the difference between the two forecasts becomes the forecast for self-employment in Montana. The total employment and payroll employment

forecasts are estimated using both a top-down and bottom-up approach with manual adjustment for internal consistency of forecasts.

Once industry forecasts are finalized, the industry employment is disaggregated into occupations using a third data source, the Occupational Employment Statistics (OES). The OES is a survey-based employment estimate that categorizes employment by occupation. The OES provides staffing patterns for each industry, which are used to disaggregate the industry projections into each occupation. For example, if registered nurses are currently 12% of the healthcare industry and 3% of the education industry, the forecast for the occupation of registered nurses would sum 12% of the expected employment in healthcare and 3% of the expected employment in education.

However, this process is complicated by change factors, which adjust the staffing patterns for expected changes in occupational mix in the upcoming ten years. The change factors are calculated at the national level by the Bureau of Labor Statistics with some occupations edited at the state level to adapt to Montana's economic conditions. Change factors adjust the current staffing patterns for predicted changes in future business practices. For example, if registered nurses comprise 12% of the healthcare industry in the current timeframe but are expected to comprise 14% of the healthcare industry in future years, the change factor would slowly change the amount of projected healthcare employment dedicated to registered nurses over the ten-year time frame.

The self-employed staffing pattern is developed following the averages of the state and national occupational data adjusted for the likelihood of the occupation being self-employed. The staffing pattern is automatically generated using national and state level data but is also manually adjusted using analyst insight. Analysts base those adjustments on self-employed occupation data from the Current Population Survey, data on farmers from the U.S. Department of Agriculture, and the Bureau of Economic Analysis's personal income accounts.

## Forecast Error

The Montana Department of Labor & Industry does not produce error ranges for the employment forecasts, although greater consistency is one of the criteria used when selecting the appropriate time series model for each industry. Some industries and occupations have stable growth paths that can be predicted with a great deal of certainty, while other industries are more susceptible to changing economic conditions. Employment growth in retail trade has continued a very steady pace over the last twenty years as Montana's population has grown. The constant steady growth gives greater confidence in the forecasted employment levels. In contrast, employment in the mining industry varies considerably with changing global prices for oil, energy, and commodities. Price changes at the global level are often difficult to predict, making the employment forecast for this industry uncertain.

Knowing about forecast uncertainty helps to interpret the employment forecasts more appropriately. As an example, the 2022-2032 employment forecasts suggested there will be about 640 openings annually for registered nurses. In comparison, we expect only 220 openings per year for dental assistants. While neither figure is likely to be correct, it is clear that there is a

greater demand for nurses than dental assistants (although both occupations are growing). The greater demand for nurses will persist even if the economy undergoes a structural shift or experiences a large recession. The relative demand of occupations is more stable and of greater certainty than the numerical demand.

Additional caveats are important to understand the projections as well. The employment projections do not account for current unfilled positions, but for the new job openings that are expected in the future. For example, if there were currently 500 unfilled openings for welders in Montana, and roughly 60 openings are expected next year, the worker demand here only presents the 60 openings expected, not the total 520 openings available for workers in the next year. In general, occupations with longer training times and faster expected growth will also be the occupations with greater unfilled demand.

## APPENDIX B – ACCURACY OF PAST FORECASTS

The uncertainty of the COVID pandemic has led to a more uncertain forecasting environment. Under stable growth conditions, Montana’s total employment projections have been off by less than 1% a year later. The 2021 forecast for 2022 was off by 2.2%. Most industries were under projected, as employment growth in 2022 was more rapid than expected, due in part to high immigration and unexpected resilience of the economy in the face of high inflation and rising interest rates. Industries that had a notable overperformance include real estate, accommodation and food services, construction, and administrative and support services.

**Figure 20: Accuracy of 2021-2031 One Year After Forecast**

Industry	2021-2031 Projection for 2022	Actual 2022	Difference	% Difference (Absolute Value)
Local Government	21,125	21,124	-1	0.00%
Utilities	2,792	2,786	-6	0.20%
Healthcare	74,424	74,252	-172	0.23%
Manufacturing	22,064	22,010	-54	0.24%
Mining	6,237	6,297	60	0.95%
Education	39,564	40,076	512	1.28%
Wholesale Trade	17,963	18,199	236	1.30%
Retail Trade	60,672	61,734	1,062	1.72%
Federal Government	9,542	9,378	-164	1.75%
Agriculture	6,676	6,820	144	2.11%
Finance	16,734	17,105	371	2.17%
Transportation & Warehousing	16,937	16,562	-375	2.26%
Postal Service	2,066	2,018	-48	2.38%
Professional & Technical	26,530	27,298	768	2.81%
Other	18,006	18,554	548	2.95%
Information	5,564	5,742	178	3.11%
Arts & Entertainment	12,582	12,198	-384	3.15%

Industry	2021-2031 Projection for 2022	Actual 2022	Difference	% Difference (Absolute Value)
Admin & Support Services	19,914	20,574	660	3.21%
State Government	12,821	12,318	-503	4.08%
Construction	34,311	35,993	1,682	4.67%
Accommodation & Food	55,293	58,314	3,021	5.18%
Real Estate	6,517	6,968	451	6.48%
Management	2,332	2,018	-314	15.56%
<b>Payroll Employment</b>	<b>491,613</b>	<b>499,542</b>	<b>7,929</b>	<b>1.59%</b>
<b>Total Employment</b>	<b>540,657</b>	<b>552,843</b>	<b>12,186</b>	<b>2.20%</b>

Source: MTDLI, QCEW and 2021-2031 Employment Projections