

Incumbent Worker Training Pilot Program		Agency/Program #: 6602-01-I1
		Division: Workforce Services
		Program:
Agency Name:	Department of Labor and Industry	
Agency Contact:	Tammy LaVigne	444-3697
LFC Contact:	Representative Hiner, Senator Bales, Senator Schmidt	
LFD Liaison:	Pam Joehler	444-2722
OBPP Liaison:	Shawn Graham	444-0054

Program or Project Description:

The legislature added \$500,000 state special revenue authority from the employment security account to implement a pilot program for incumbent worker training. The program is intended to provide training for skills necessary for specific economic opportunities and industrial expansion initiatives, and to provide training to upgrade the skills of currently employed workers at risk of being permanently laid off.

Appropriation, Expenditure and Source					
Fund Name:	2008		2009		Approp & Expenditure numbers are as of April 15, 2008
	Approp.	Expended	Approp.	Expended	
General Fund					
State Special	250,000	172,644	250,000		
Federal Funds					
Total:	\$250,000	\$172,644	\$250,000	\$0	

Legislative Goal(s):

Develop and maintain a high quality workforce system for Montana that supports and enhances the economic health of the existing business community and provides a career enhancement to the existing workforce.

Legislative Performance Measures :

- Wage gain of employee(s)
- Employment and retention of employee(s)
- Success of the business

	2009 Biennium Significant Milestones:	Completion Dates	
		Target	Actual
1	Implement pilot programs in Montana cities.		
2	Establish Advisory Committee		
3	Review BEAR (Business Expansion and Retention Program) data collection.		
4			
5			

Agency Performance Report:

SEE ATTACHED

LFD Narrative:

LFD ASSESSMENT: Critical

DATA RELEVANCE: Performance data not reported.

APPROPRIATION STATUS: Appropriation and expenditure data were provided

COMMENTS: The performance measures do not include any specific benchmarks for evaluating performance. The subcommittee may want to establish benchmarks and a firm reporting date with the agency for reporting the performance information.

OPTIONS:

- 1) Dismiss from further review
- 2) Review again in October 2008
- 3) Request additional information
- 4) Upgrade or downgrade the rating

POTENTIAL QUESTIONS FOR THE COMMITTEE:

- What kind of progress is anticipated by the time session convenes?
- What happened that was not anticipated?
- Have there been any positive unintended outcomes of this situation?
- What are the low or no cost solutions to the factors impeding success?
- What is the plan for the next biennium?
- Is there a need for a drastic change in course?
- How much is anticipated for reversions?
- What MT population is not receiving services due to the delay?
- What is the risk to the state if the activity was abandoned?



Version	Date	Author
	5/21/2008	Joehler

Change Description
Added LFD narrative; cut & paste from agency submitted document

- Pilot programs have been implemented in Livingston, Billings, and Lewistown.
- Advisory Committee has met twice in 2007.
- BEAR data collection is reported quarterly. First report will be available by December 31, 2007.

UPDATES are printed below:

The wage gain of employees and employment retention are performance factors gathered through UI wage records and follow-up communications with businesses. UI wage data availability lags between 6 and 9 months. Employees trained in September and October will not typically have UI wage data available until April, May or June. Follow-up calls are in progress but are not available at this midyear point.

The pilot project has currently provided training to 281 workers. Those workers are employed by 76 businesses. Total expenditures from the first year of the pilot project currently total \$172,644 for a cost per worker trained of \$614. Training has occurred for small business in the following categories: Computer, Cabinetry/Carpentry, Automotive/Diesel, Retail, Healthcare, Veterinary Services, Transportation, Financial/Mortgage, Plumbing, Electrical, Concrete Fabrication, Claims, Broadcasting, Landscape/Weed Control, Recycling, Optical, Manufacturing, and Childcare to name a few.

The program continues to provide access and funding for training services to small business with fewer than 20 employees.

Other programs offered by the State are targeted to larger business or workers who are unemployed. The program targets those who are currently employed with opportunities for career advancement or greater pay once training is completed. Any small business with fewer than 20 full time employees has the opportunity to apply for training funds. Small businesses that provide economic opportunities and high demand occupations apply for funding through an established application process.

The application is reviewed in conjunction with the local (BEAR Committee) Business Expansion And Retention Committee and the Local Job Service Workforce Center and based on available funding and impact is typically approved within 30 days. The BEAR Committee, in conjunction with the Local Job Service Offices, follow-up through visits to the business to determine the impact of the training on the business and the local economy. From these visits and as information becomes available it will become part of the performance record. Due to confidentiality issues the actual names of the business are not released since sensitive and propriety information is discussed during the application and follow-up reviews.