Workforce Training Reimbursement Options in the State of Montana

	% Sales Out of MT	Hours Worked Per Week Min.	Max Amount Reimbursed	Other Requirements
Primary Sector Business Workforce Training Grant	50%	35 hrs	$5000/employee	New Position **Meet Avg. Wage $$** Prod/Service Not Avail in MT Match $1 for each $3 Requested
Big Sky Economic Development Trust Fund Grant	50%	35 hrs	$5000/employee $7500/employee (Hi-Poverty Area)	New Position **Meet Avg. Wage $$** Service is Essential to MT Match $1 for each $1 Requested Match $1 for each $2 Requested (Hi-Poverty Areas)

ISSUE: There programs as currently utilized work GREAT for reimbursing companies that provide additional training to workers that are already trained/educated!

Where do entry level workers fit? Is their training not critical?

BUSINESS & LABOR
EXHIBIT NO. 3
DATE 2-15-11
BILL NO. SB294

MONTANA DEPARTMENT OF COMMERCE
BUSINESS RESOURCES DIVISION
BIG SKY ECONOMIC DEVELOPMENT TRUST FUND
PRIMARY SECTOR WORKFORCE TRAINING GRANT PROGRAM

WEEKLY WAGE SHEET: EFFECTIVE SEPTEMBER 1, 2010

Montana Average Wage by County
2009 Annual Average: All Industries

County	Annual Wage	Weekly Wage	Hourly Wage
BEAVERHEAD COUNTY	$ 29,640	$ 570	$ 14.25
BIG HORN COUNTY	$ 34,476	$ 663	$ 16.58
BLAINE COUNTY	$ 31,824	$ 612	$ 15.30
BROADWATER COUNTY	$ 28,392	$ 546	$ 13.65
CARBON COUNTY	$ 26,104	$ 502	$ 12.55
CARTER COUNTY	$ 21,580	$ 415	$ 10.38
CASCADE COUNTY	$ 32,760	$ 630	$ 15.75
CHOUTEAU COUNTY	$ 25,584	$ 492	$ 12.30
CUSTER COUNTY	$ 29,120	$ 560	$ 14.00
DANIELS COUNTY	$ 28,912	$ 556	$ 13.90
DAWSON COUNTY	$ 30,420	$ 585	$ 14.63
DEER LODGE COUNTY	$ 28,548	$ 549	$ 13.73
FALLON COUNTY	$ 45,136	$ 868	$ 21.70
FERGUS COUNTY	$ 29,172	$ 561	$ 14.03
FLATHEAD COUNTY	$ 32,188	$ 619	$ 15.48
GALLATIN COUNTY	$ 33,228	$ 639	$ 15.98
GARFIELD COUNTY	$ 19,032	$ 366	$ 9.15
GLACIER COUNTY	$ 32,240	$ 620	$ 15.50
GOLDEN VALLEY COUNTY	$ 24,284	$ 467	$ 11.68
GRANITE COUNTY	$ 25,376	$ 488	$ 12.20
HILL COUNTY	$ 30,368	$ 584	$ 14.60
JEFFERSON COUNTY	$ 31,824	$ 612	$ 15.30
JUDITH BASIN COUNTY	$ 23,868	$ 459	$ 11.48
LAKE COUNTY	$ 29,848	$ 574	$ 14.35
LEWIS AND CLARK COUNTY	$ 37,804	$ 727	$ 18.18
LIBERTY COUNTY	$ 24,180	$ 465	$ 11.63
LINCOLN COUNTY	$ 30,316	$ 583	$ 14.58
MADISON COUNTY	$ 29,224	$ 562	$ 14.05
MCCONE COUNTY	$ 27,196	$ 523	$ 13.08
MEAGHER COUNTY	$ 23,556	$ 453	$ 11.33
MINERAL COUNTY	$ 23,244	$ 447	$ 11.18
MISSOULA COUNTY	$ 33,852	$ 651	$ 16.28
MUSSELSHELL COUNTY	$ 32,500	$ 625	$ 15.63
PARK COUNTY	$ 28,132	$ 541	$ 13.53
PETROLEUM COUNTY	$ 18,460	$ 355	$ 8.88
PHILLIPS COUNTY	$ 27,404	$ 527	$ 13.18
PONDERA COUNTY	$ 28,132	$ 541	$ 13.53
POWDER RIVER COUNTY	$ 21,580	$ 415	$ 10.38
POWELL COUNTY	$ 32,760	$ 630	$ 15.75
PRAIRIE COUNTY	$ 27,560	$ 530	$ 13.25
RAVALLI COUNTY	$ 29,120	$ 560	$ 14.00
RICHLAND COUNTY	$ 36,088	$ 694	$ 17.35
ROOSEVELT COUNTY	$ 29,484	$ 567	$ 14.18
ROSEBUD COUNTY	$ 40,664	$ 782	$ 19.55
SANDERS COUNTY	$ 26,052	$ 501	$ 12.53
SHERIDAN COUNTY	$ 27,612	$ 531	$ 13.28
SILVER BOW COUNTY	$ 35,568	$ 684	$ 17.10
STILLWATER COUNTY	$ 43,992	$ 846	$ 21.15
SWEET GRASS COUNTY	$ 36,140	$ 695	$ 17.38
TETON COUNTY	$ 28,444	$ 547	$ 13.68
TOOLE COUNTY	$ 33,488	$ 644	$ 16.10
TREASURE COUNTY	$ 23,036	$ 443	$ 11.08
VALLEY COUNTY	$ 29,224	$ 562	$ 14.05
WHEATLAND COUNTY	$ 24,128	$ 464	$ 11.60
WIBAUX COUNTY	$ 24,544	$ 472	$ 11.80
YELLOWSTONE COUNTY	$ 37,024	$ 712	$ 17.80
	$ -		$ -
STATE AVERAGE	$ 33,748	**$ 649**	$ 16.23

Economic Development in Montana Manufacturing

Big Sky Trust Fund Grant

No Training Funding

High Level Mfg

Mid Level Mfg

avMax

Entry Level Mfg

CABLE TECHNOLOGY INC.

Untrained Workers

- Income
- Opportunities
- Housing
- Investment
- Retain Children
- Population +
- Success!

ECONOMIC DEVELOPMENT!

SB294 Primary Sector Business Workforce Training Grant Changes

What SB294 **DOES**:

a. Recognizes that not all workers have the opportunity for further education
b. Recognizes that entry level workers are important to Montana's economy
c. Recognizes the value of entry level workers with ambitions to grow career
    i. Allows many to come off state financed living
d. Allows small business to develop career paths for entry level employees
    i. Jobs with great benefits
    ii. Jobs that bring higher wages (increasing over time)
e. Recognizes all levels of manufacturing are critical (entry, mid, advanced)

What SB294 **DOES NOT DO**:

a. Change the process for evaluation and selection of awards
b. Change the amount of awarding per employee for job training
c. Change the requirements for reimbursement of training expenses
d. Change the company matching requirements
e. Add any money into HB2 budget