

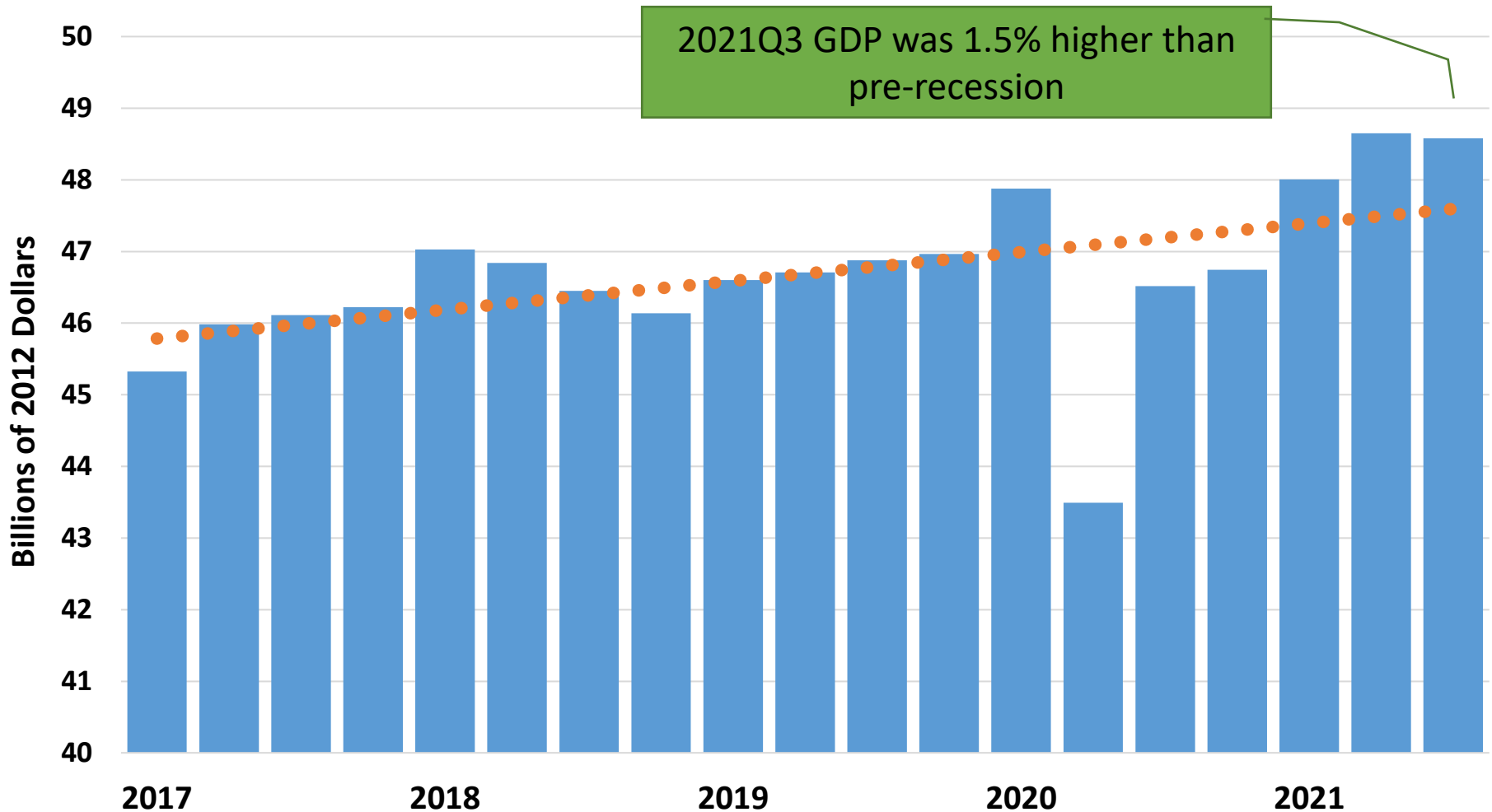


Workforce Shortages

January 2022

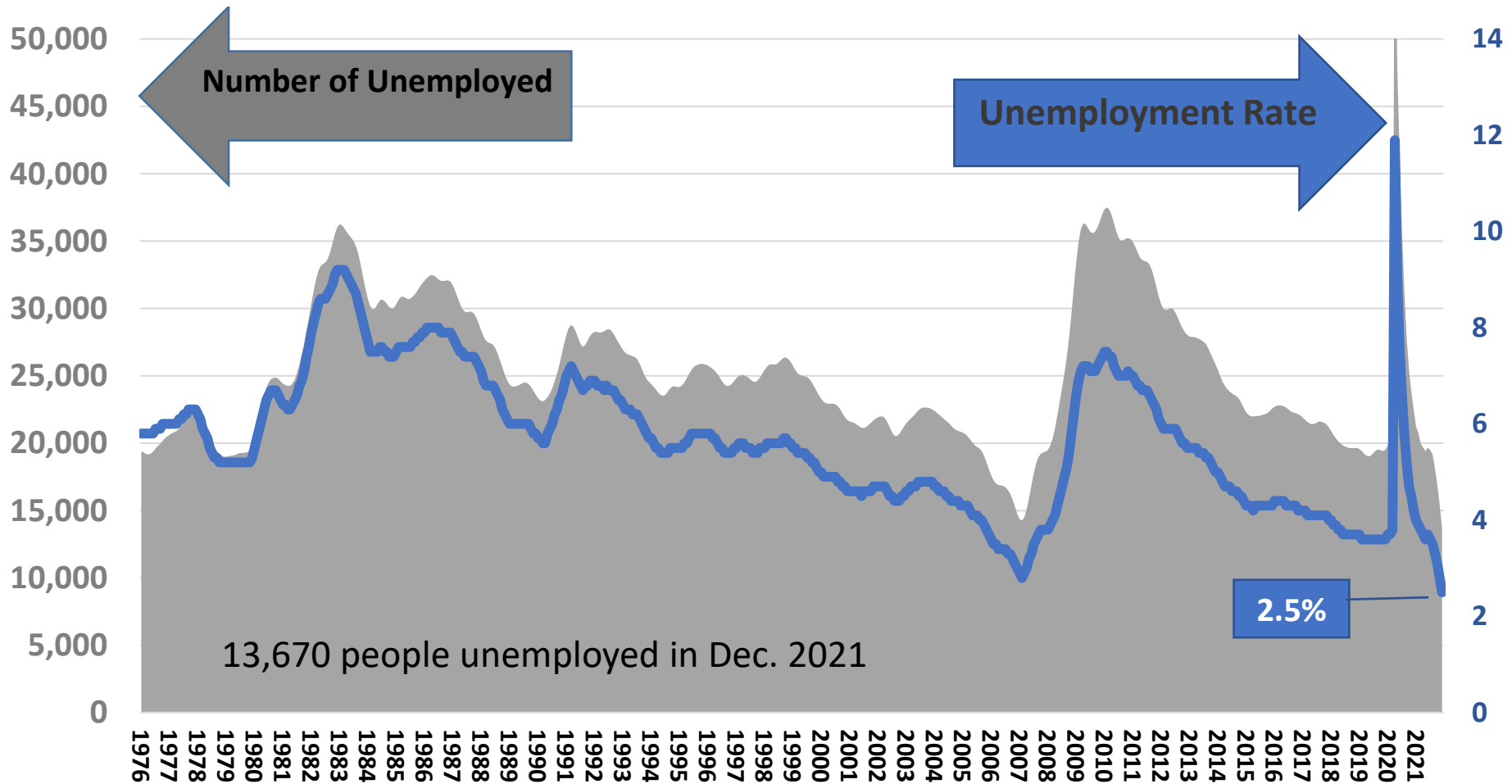


Economy is Booming: Montana Quarterly Real GDP



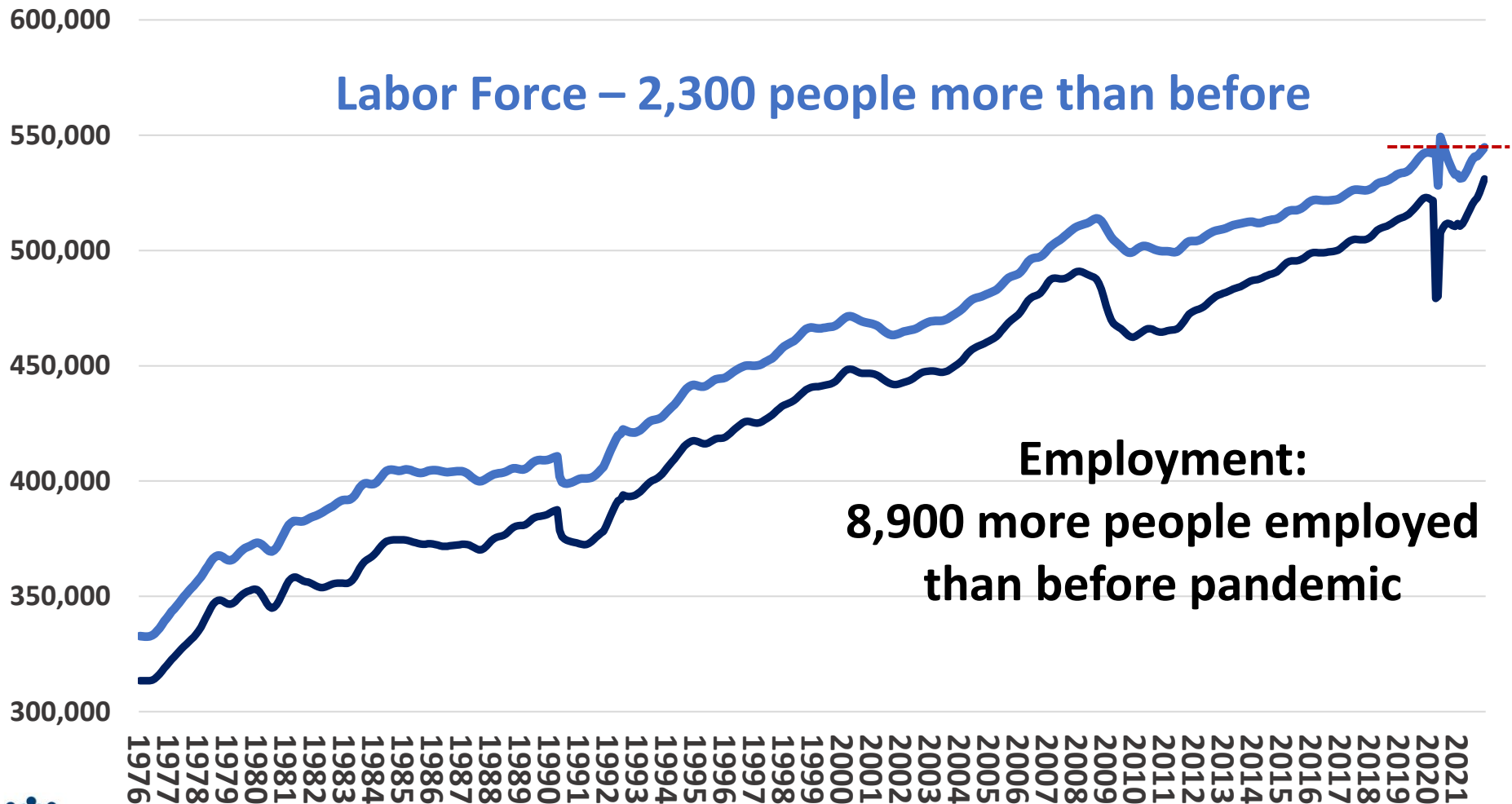


Fewer Unemployed than Ever Before





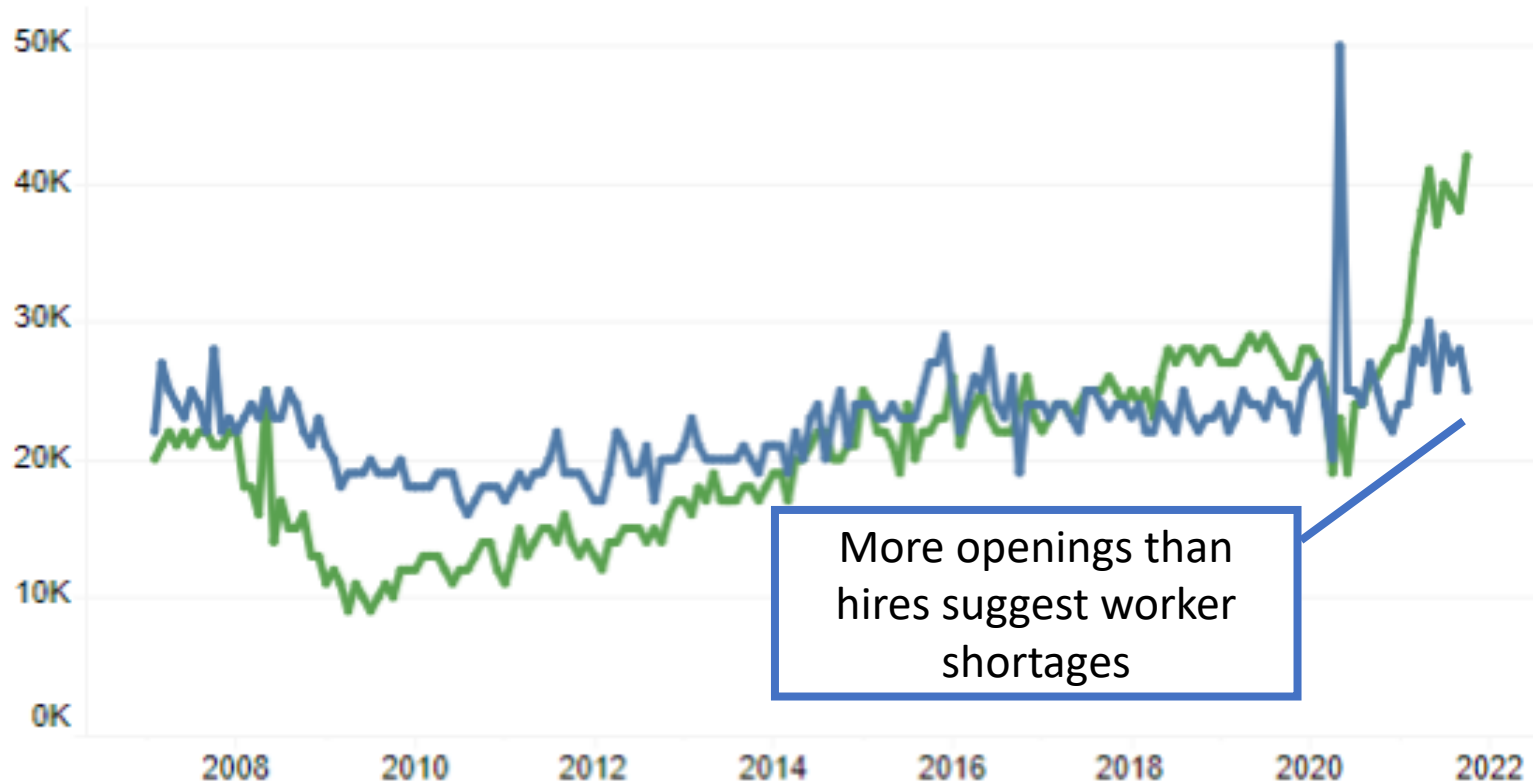
More Workers Employed in Dec 2021 than Ever Before





So...What's the Problem?

Job Openings and Hires

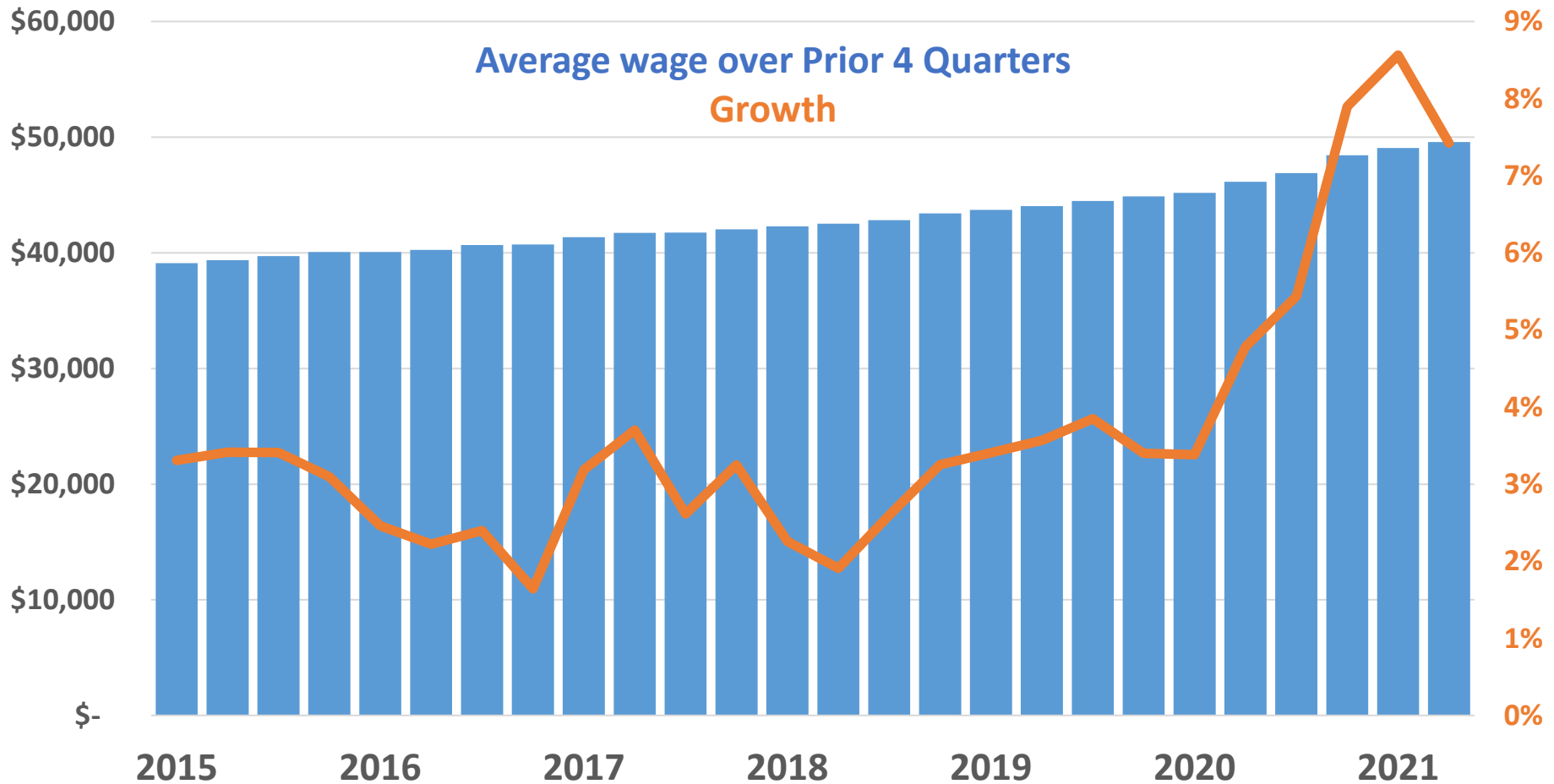


More openings than hires suggest worker shortages



Strong Wage Growth

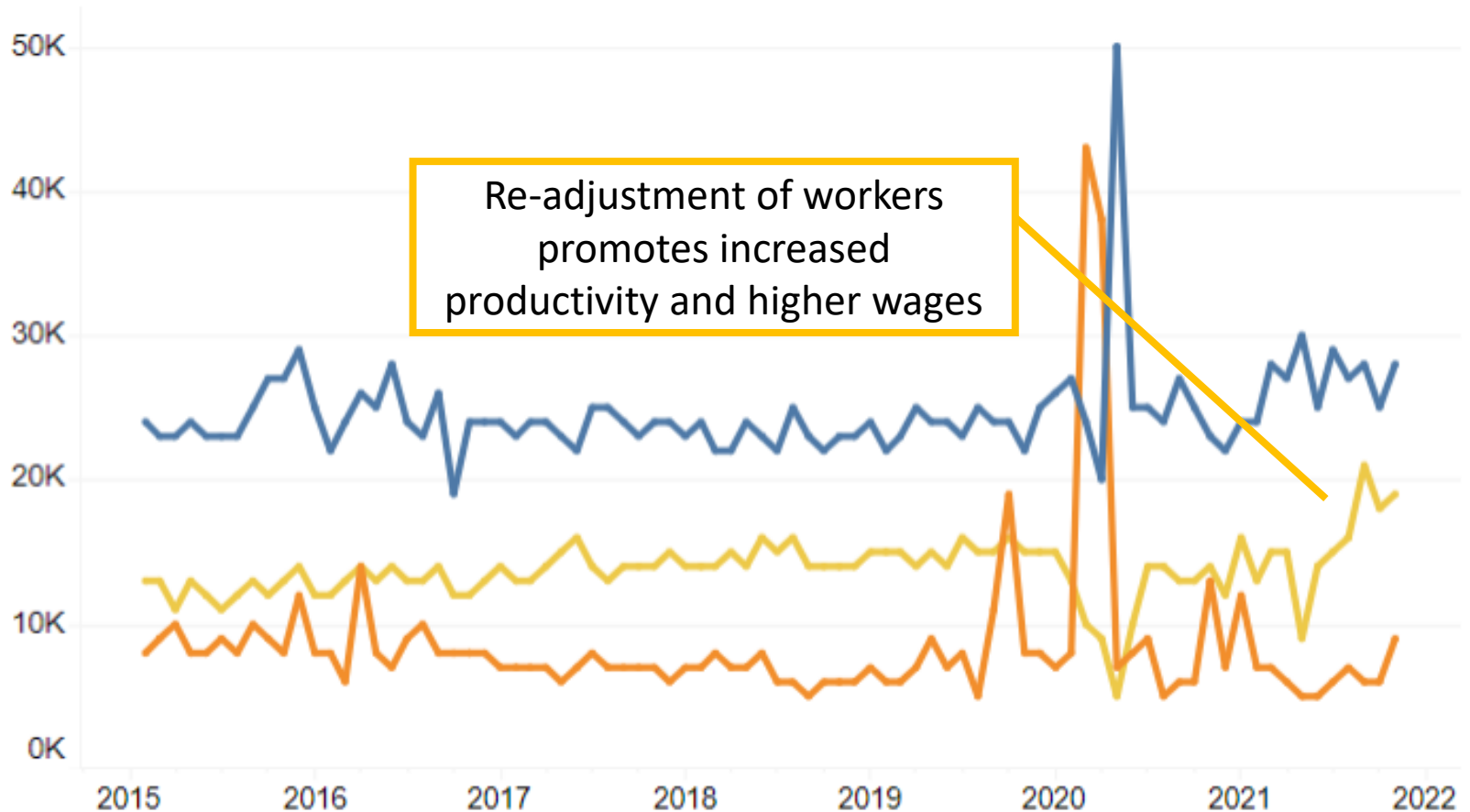
Average Wage over Last 4 Quarters & Growth





Openings Partially due to Worker Churn (which is good for economy)

Hires, Layoffs & Discharges, and Quits





Labor Market Tightness Causes

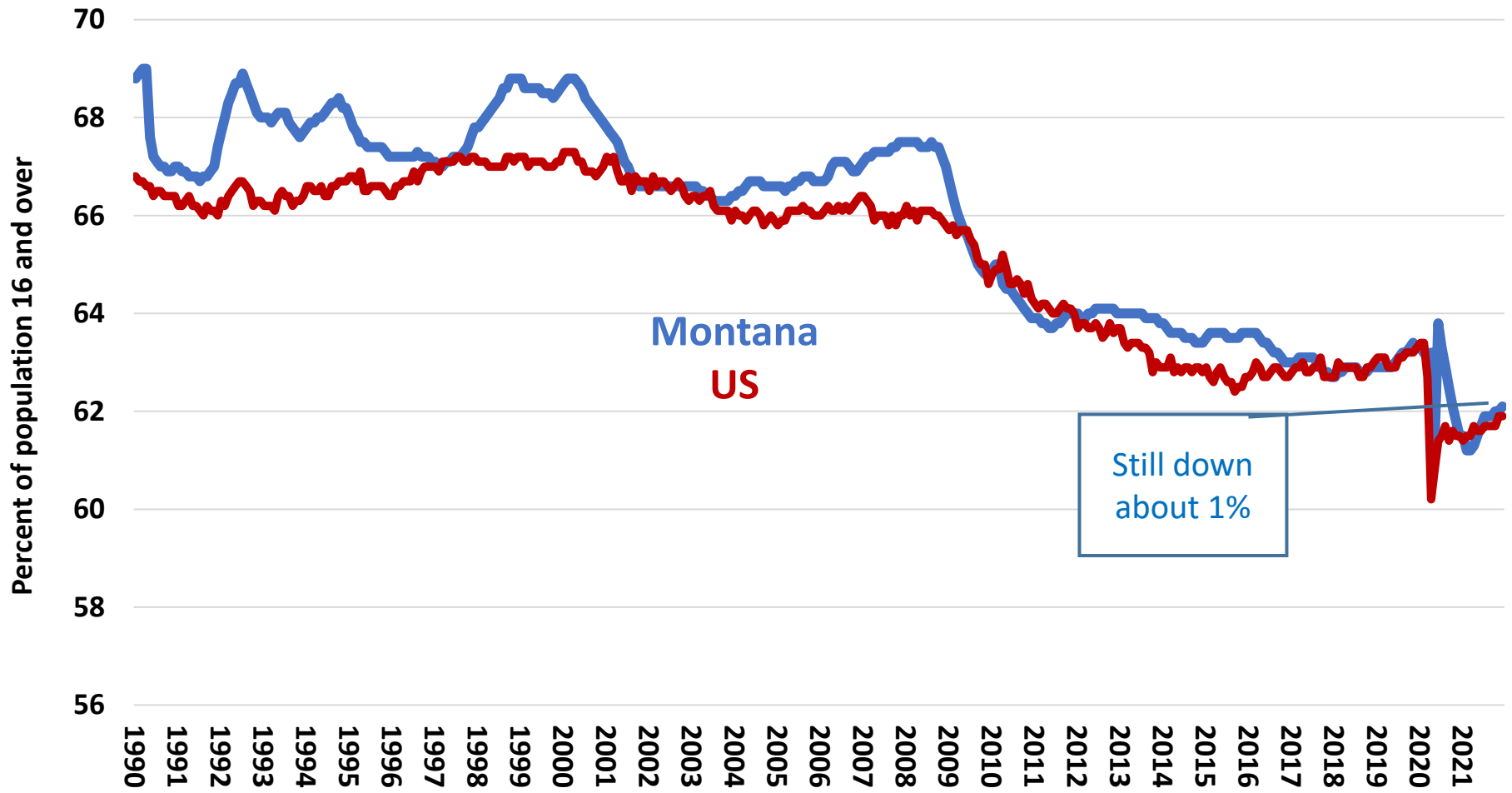
Demand for Workers

1. Positive economic shock & rapid growth
2. High turnover rates as workers seek out better jobs
3. High worker absenteeism increases worker needs
(~ 14k out due to COVID in early Jan)
4. Reduced productivity as workers moved back into the office



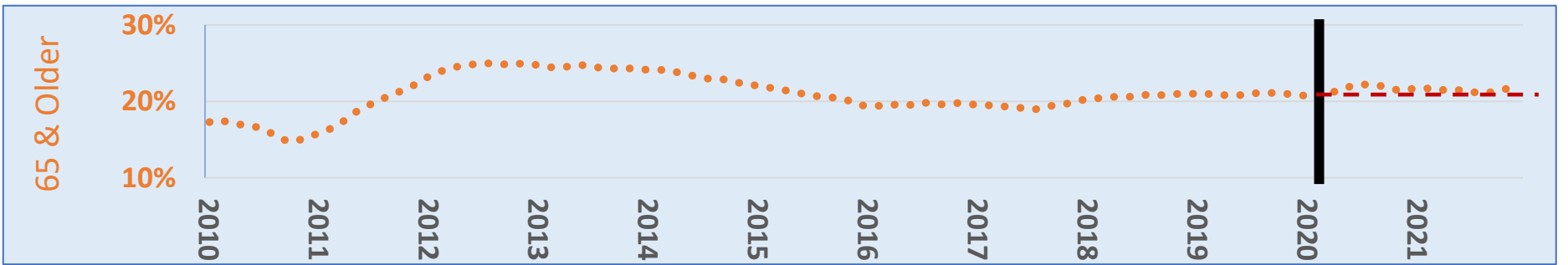
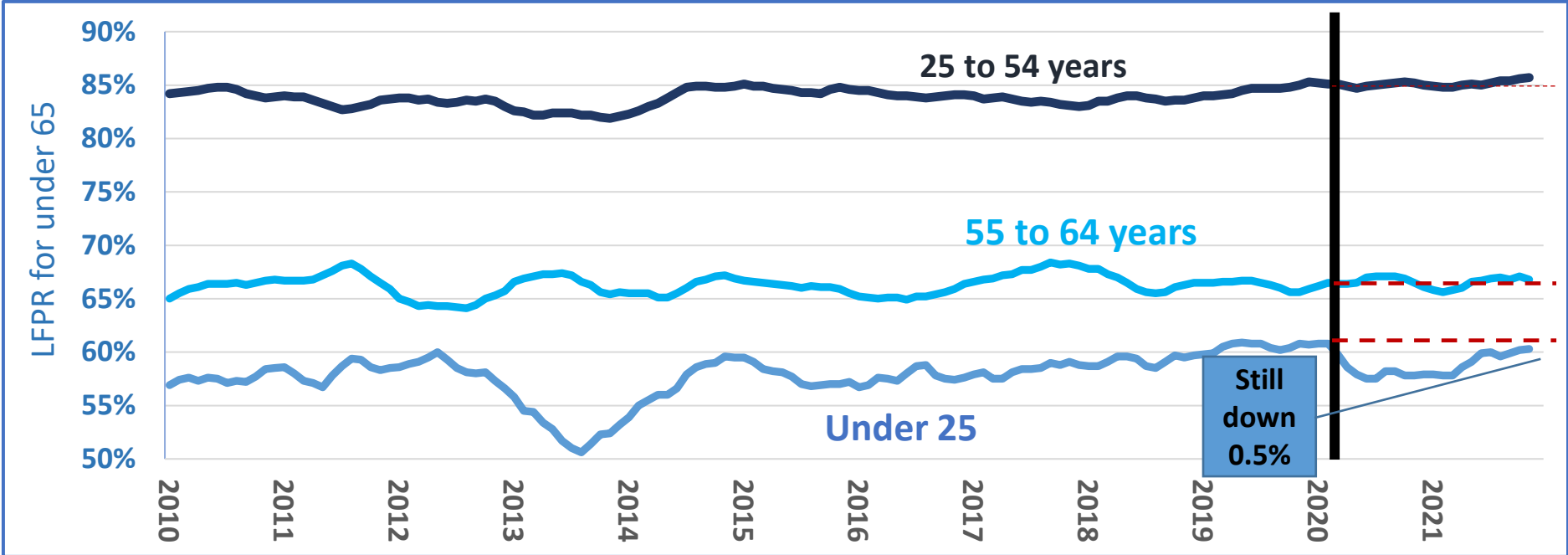


Labor Force Participation Rates



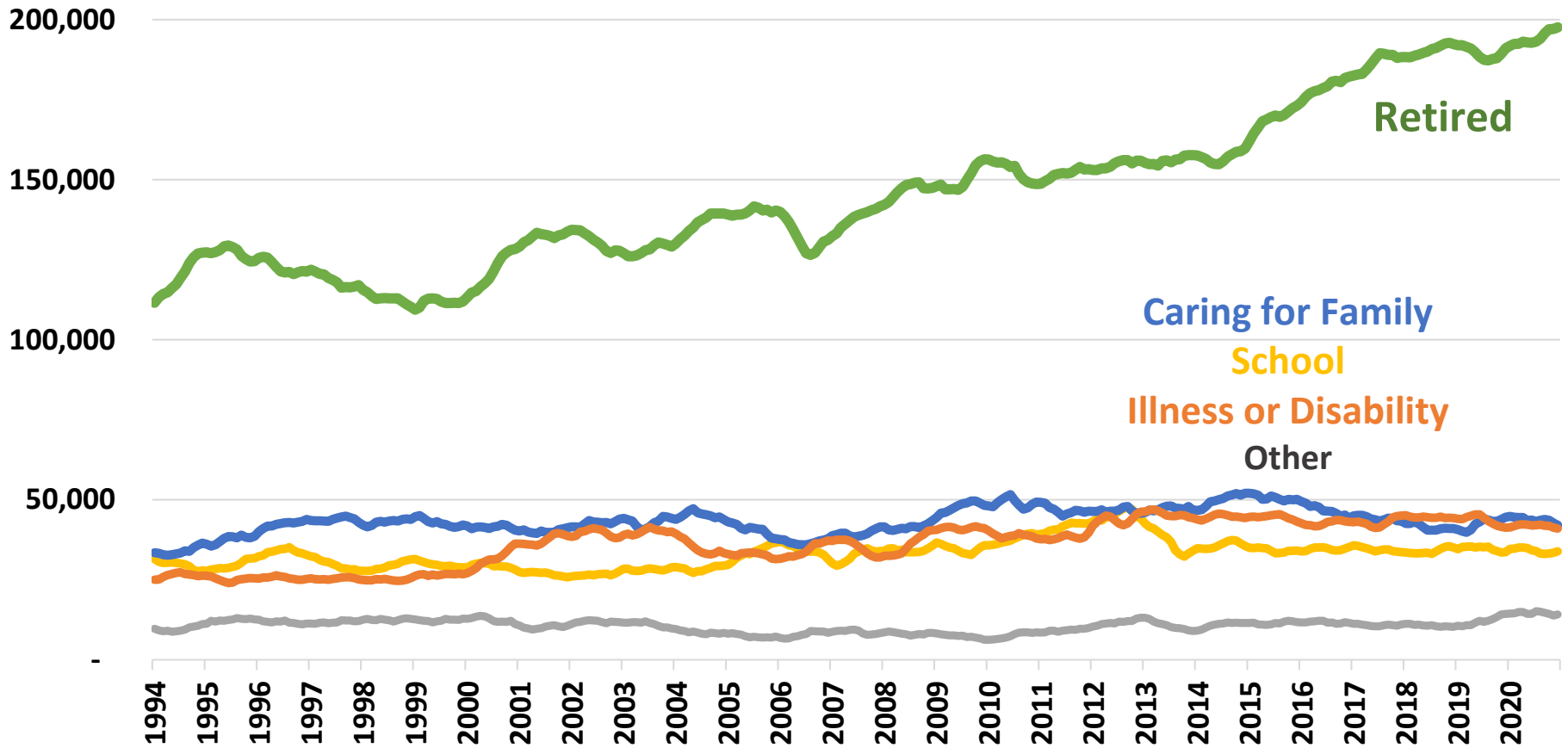


Labor Force Participation by Age: All but young workers recovered



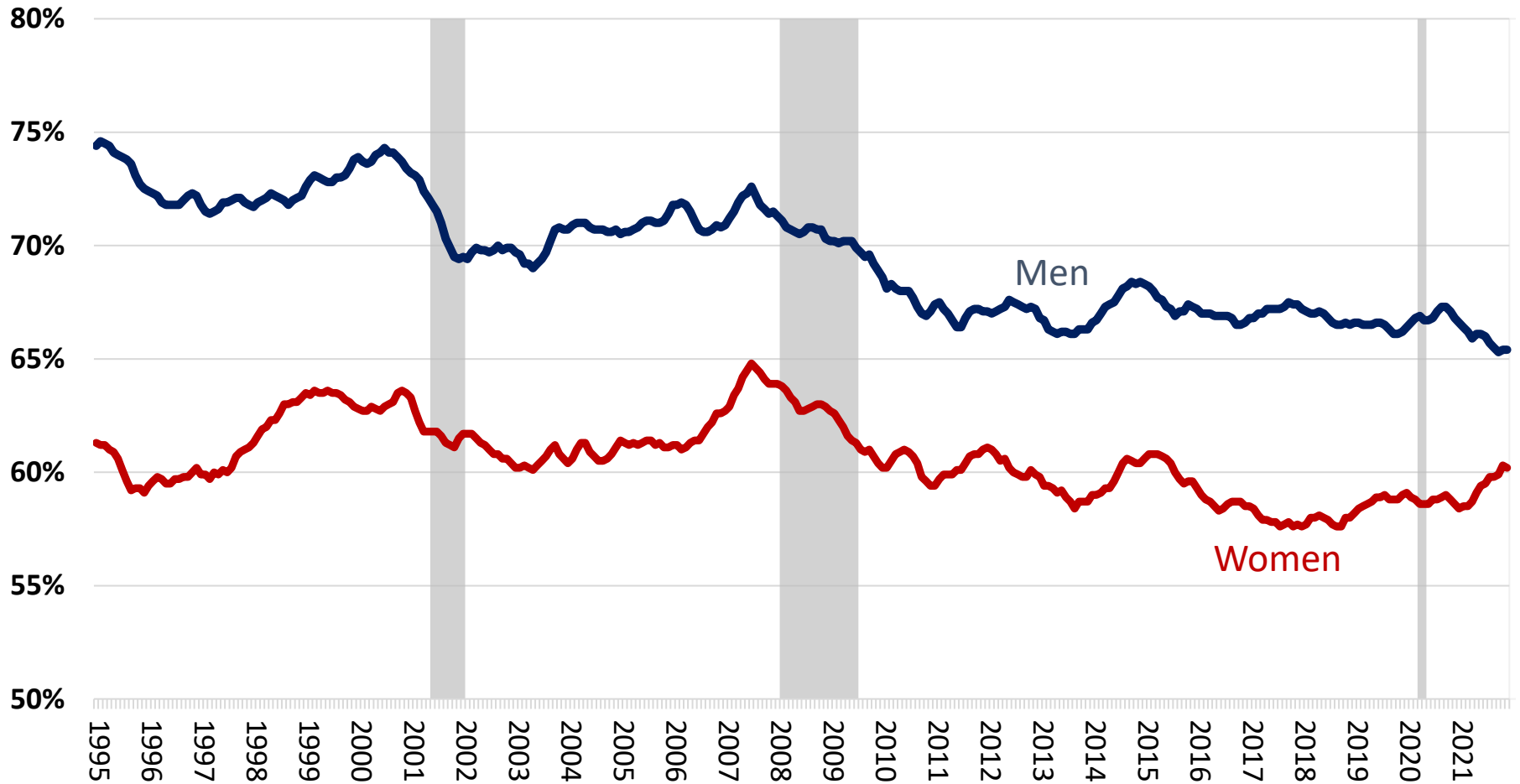


Montanans Not in the Labor Force by Reason





Labor Force Participation Rates of Montana Men vs. Montana Women





Labor Market Tightness Causes

Demand for Workers

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Supply of Workers

1. Aging workforce driving reduced participation
2. Illness & COVID results in fewer work hours available
3. Childcare issues
4. Concerns about COVID (1.5k in Jan)
5. Young & men lagging response to higher wages





Where to Find More Workers?

- Increase ...
 - Work hours of existing workers (still lower than pre-recession)
 - Multiple job-holding
 - Productivity
 - In-migration (comes with some housing/growth issues)
 - Childcare
- Tap into disabled workers and caretakers
- Embrace remote work

In 2024, retirements
slow & labor force
growth accelerates*

Everyone out has a reason for being out – accommodate it!



More Information

Job Tracking

Labor Force Growth

Employment Growth

Payroll Jobs Growth

Unemployment Insurance

Job Postings

Finding Workers

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Reasons Not in LF Potential Workers Looking for Work (Unemployed) Not in LF, But Want a Job Not in LF, May Not Want Job Retired Sch >

Where are the Workers?

Typically, people who are not in the labor force are retired, caring for family, in school, or have illness/disability that prevents them from working. Labor force participation varies by age group, as do the primary reasons that Montanans choose not to work. Explore Montanan’s labor force participation and main activities for those not working by age group using the filter below.

Main Activity for Those Not Looking for Work (Not in Labor Force)

