



Montana Department of  
**LABOR & INDUSTRY**



OFFICE OF THE COMMISSIONER  
OF HIGHER EDUCATION

# **Montana Dept. of Labor & Industry & MUS Joint Partnerships** ***Partnering to Build a Better Workforce for Montana***

***Dr. Kirk Lacy***  
***Director of Industry Driven***  
***Workforce Development Partnerships***  
***A Joint MUS-MTDLI Appointment***

# MUS Apprenticeship Integration & Expansion Outcomes

*Creating NEW Career Pathways for MT Workers & Talent Pipelines for MT Employers*

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## *Strategically Integrating & Aligning MUS-MTDLI Funding & Staff Resources to Advance Priority Initiatives*

- **\$15 Million USDOL TAACCCT HealthCARE MT Grant**
- **USA Funds Tribal College Apprenticeship & Veteran PLA Grants**
- **\$1.3 Million USDOL Apprenticeship Expansion Grant**
  - **Expand Capacity for Employer & Education Partner Engagement & Technical Assistance**
  - **Exponentially Grow Pre-Apprenticeship & Apprenticeship Programs in Priority Industries**
    - **Manufacturing, Energy, Healthcare, Construction Trades, Finance & IT Occupations**
    - **Partnerships with High Schools & Colleges/Universities to Create NEW Talent Pipelines**
  - **Expand “Equity” – New Apprenticeships for Women, Native Americans, Veterans, Youth**
  - **Develop a “Clearinghouse” to Connect Employers, Apprentices, Educators & Resources**
- **HB 308 Apprenticeship Tax Credits: \$750 New Apprentice / \$1500 Veteran App.**

**GOVERNOR**

Steve Bullock

Montana Department of  
**LABOR & INDUSTRY**  
**COMMISSIONER'S OFFICE**

Pam Bucy

**WORKFORCE SERVICES DIVISION**  
Administrator

Scott Eychner



OFFICE OF THE COMMISSIONER  
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Commissioner Christian  
Deputy Commissioner Cech

Kirk Lacy

Strategic Initiatives &  
Workforce Programs Bureau

Pam Watson

State Apprenticeship & Work-Based Learning Director

Kirk Lacy (Interim)

Mark Lillrose

General Programs Supervisor

Targeted Programs Supervisor

Valerie Piet

Equity Coordinator

Morgan Marks

**Western Region - Apprenticeship Team**

Program Specialist (S)

TBD

Program Specialist (E / T4)

Jimmie Rude

HCMT Program Specialist (T4)

Brittney Keller

Job Services Liaisons

MUS College / University Liaisons

Operations Specialist  
Sandy Sands

PR & Outreach Specialist  
Nisan Burbridge

**Central Region – Apprenticeship Team**

Program Specialist (S)

Tom LeTellier

Program Specialist (S)

Randie Keep

Program Specialist (E / T4)

Beth Schmidt

HCMT Program Specialist (T4)

Madeline Boehm

Job Services Liaisons

MUS College / University Liaisons

**Eastern Region – Apprenticeship Team**

Program Specialist (S/T4)

Bo Bruinsma

Program Specialist (S)

Sharon Smith

Program Specialist (E/T4)

Shannon Kadrmas

Job Services Liaisons

MUS College / University Liaisons

Tribal College Partners

WIOA Partners

Education Partners

Community Partners

Government Partners

Industry Partners

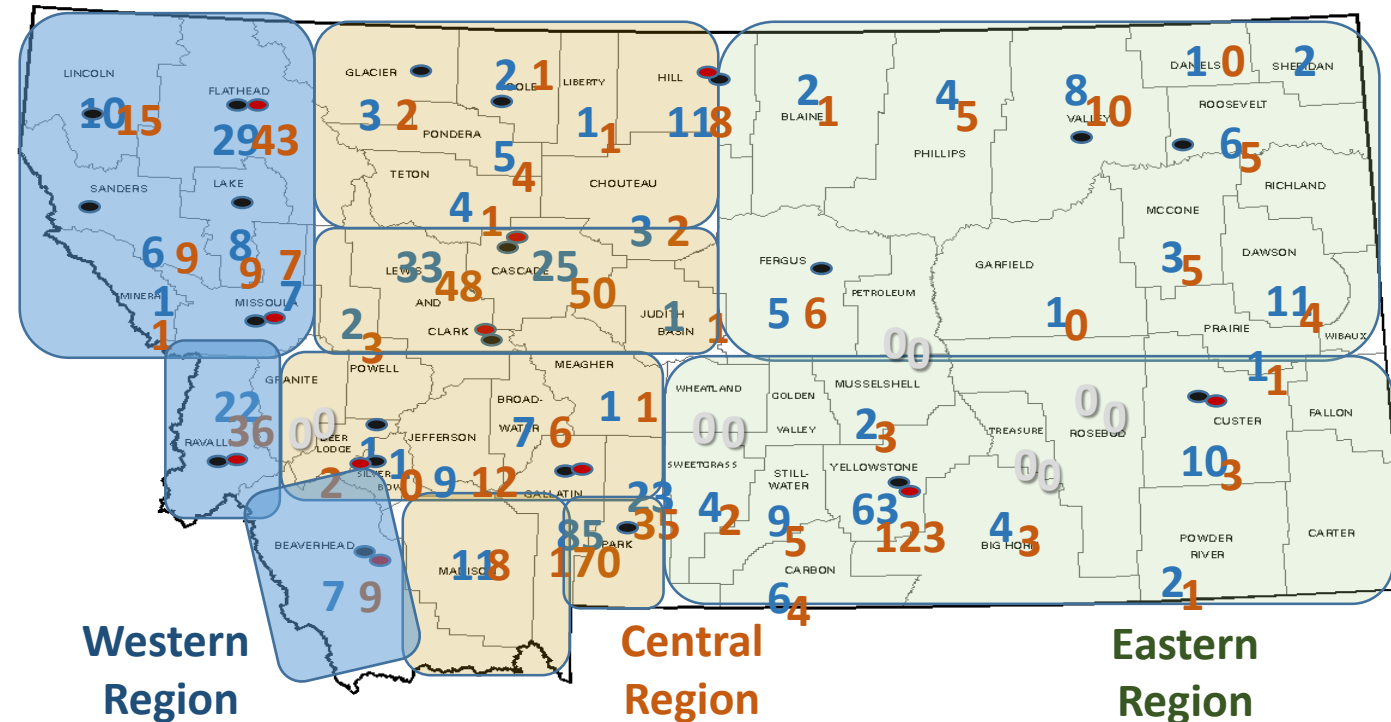
Other WFD Partners

# MT Registered Apprenticeship Re-Organization Outcomes

*Integrating & Aligning Staffing, Systems & Coordinated Employer Outreach Efforts*

## Montana Registered Apprenticeship Regional Team Priority Goals

- **Develop Comprehensive Statewide Program Management & Expansion Plans**
- **Conduct Strategic Partner & Employer Outreach to Fulfill Each Region's Expansion Goals**
- **Exceed State Apprenticeship Expansion Grant Goals & Earn Renewed USDOL Funding**
- **Promote Continuous Improvement & Strategic Expansion of MT Apprenticeship Programs**



**Western Region**  
 Mark Lillrose  
 Jimmie Rude  
 Brittney Keller  
 Job Services  
 MUS Colleges  
 Tribal Colleges  
 WIOA Partners  
 Education Partners  
 Community Partners  
 Government Partners  
 Industry Partners  
 Other WFD Partners

**Central Region**  
 Tom LeTellier  
 Randie Keep  
 Beth Schmidt  
 Madeline Boehm  
 Job Services  
 MUS Colleges  
 Tribal Colleges  
 WIOA Partners  
 Education Partners  
 Community Partners  
 Government Partners  
 Industry Partners  
 Other WFD Partners

**Eastern Region**  
 Bo Bruinsma  
 Sharon Smith  
 Shannon Kadima's  
 Job Services  
 MUS Colleges  
 Tribal Colleges  
 WIOA Partners  
 Education Partners  
 Community Partners  
 Government Partners  
 Industry Partners  
 Other WFD Partners



# MT Registered Apprenticeship Re-Organization Outcomes

*Integrating & Aligning Staffing, Systems & Coordinated Employer Outreach Efforts*

## Bitterroot College hosts workforce meeting

MICHELLE MCCONNAHA [michelle.mcconnaha@ravallirepublic.com](mailto:michelle.mcconnaha@ravallirepublic.com) May 11, 2017  
[http://ravallirepublic.com/news/local/article\\_084ce553-8106-5f80-81a1-f0605226e4a0.html?utm\\_medium=social&utm\\_source=email&utm\\_campaign=user-share](http://ravallirepublic.com/news/local/article_084ce553-8106-5f80-81a1-f0605226e4a0.html?utm_medium=social&utm_source=email&utm_campaign=user-share)



**“Partnering to Build  
a Better Workforce  
in the Bitterroot”**



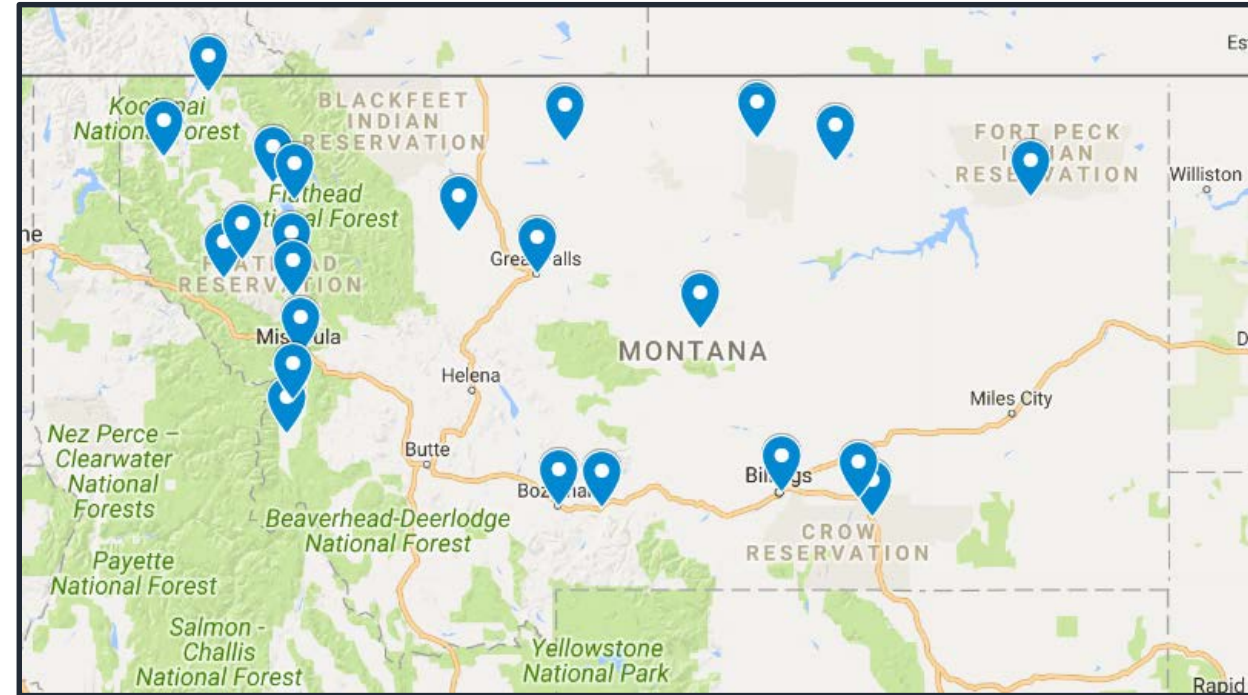
# HealthCARE MT Apprenticeship Program Outcomes

*Creating New Career Pathways for MT Healthcare Workers*

## Healthcare Apprenticeship Program Growth

<i># of NEW Occupations</i>	12
<i># of NEW Sponsors</i>	24
<i># of NEW Apprentices</i>	64

## Healthcare Apprenticeship Program Locations



## College Supported Apprenticeship Programs

<i>CT Tech</i>	<i>Missoula College - UM</i>
<i>Medical Claims</i>	<i>Missoula College - UM</i>
<i>Pharmacy Tech</i>	<i>Missoula College - UM</i>
<i>CNA</i>	<i>Miles Community College</i>
<i>Medical Scribe</i>	<i>Great Falls College – MSU</i>
<i>Paramedicine</i>	<i>MSUB City College</i>
<i>CNA</i>	<i>Aaniih Nakoda College</i>
<i>EMT</i>	<i>Salish Kootenai College</i>

**NEW Healthcare Apprenticeship Pilot Projects**  
*RFP for \$50,000 Expansion Project Mini-Grants*



# College Apprenticeship Program Integration Outcomes

## Creating New Apprenticeships + Degree Completion Pathway Programs

**Finance**  
*Missoula College*  
**Accounting Technician**  
**Apprenticeship Program**



**Manufacturing**  
*Great Falls College - MSU*  
**Welding & Metal Fabrication**  
**Apprenticeship Program**



**Hospitality / Tourism**  
*Missoula College*  
**Culinary Arts**  
**Apprenticeship Program**



**HealthCare**  
*Missoula College*  
**Medical Claims Specialist**  
**Apprenticeship Program**



**Healthcare**  
*MSU Billings City College*  
*& Career Center*  
**Paramedicine**  
**Apprenticeship Program**



**Construction Trades**  
*Miles Community College*  
*& Missoula College*  
**Construction Technology**  
**Apprenticeship Program**



**Construction Trades**  
*Flathead Valley*  
*Community College*  
**Electrical Technology**  
**Apprenticeship Program**



**Construction Trades**  
*Flathead Valley*  
*Community College*  
**HVAC**  
**Apprenticeship Program**



# College PLA for Apprenticeship Graduate's Outcomes

*Creating New Degree Pathways for Union, Business & Veteran Training Programs*

## PLA-to-Associates- to-Bachelor's Degree Completion Pathways

**"Pre-Approved"  
Credit Recognition  
for Past & Future  
Apprentices**

- **MSU-Billings & MSUB City College**
- **Miles Community College**
- **Dawson Community College**
- ...Several Other Colleges In Process!

### PLA for MT Union JATC Programs

NJATC Apprentice Inside Wiremen Courses:	Version 1 12/01/1982 - 10/31/1997	Version 2 11/01/1997 - 07/31/2000	Version 3 08/01/2000 - 06/30/2005	Version 4 07/01/2005 - 06/30/2015
Total ACE Credit Recommendation :	Up to 47 Semester Hours	Up to 50 Semester Hours	Up to 55 Semester Hours	Up to 52 Semester Hours
NJATC Apprentice Lineman Courses:	Version 1 11/01/1984 - 07/31/2000		Version 2 08/01/2000 - 12/31/2015	
Total ACE Credit Recommendation	Up to 30 Semester Hours		Up to 24 Semester Hours	







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