Ideas for Employee Retention

Providing opportunities for your employees to grow their skills and develop their talents is essential for both the success of your business and for the job satisfaction, performance and retention of your employees. With the unemployment rate hovering at around 3.5%, it is crucial to invest in the workforce you have. Job Service Miles City is available in several ways to help with your training needs.

Job Service Miles City is here to help businesses train their employees in soft skills and how to succeed in the workplace. Several of our staff are available to teach classes in areas such as attitudes and behaviors, accepting criticism, effective communication, customer service, employer expectations, time management, and more. These classes can be combined or split to accommodate your business.

Businesses that have specific training in mind should consider looking at the Incumbent Worker Training Program (IWT). IWT is an employer-sponsored program that provides grant funding to assist eligible small businesses by offsetting some of the cost of training for their existing workers. If you are interested in more information on this program see the Incumbent Worker Training Program website at IWT.

Training is an important component to keeping employees engaged and productive. Please contact Job Service Miles City to learn more about options available to invest in your workforce.

Meet Generation Z

There are now five defined generations that are active in the workforce. Generational diversity in the workplace can provide tremendous opportunities for growth and learning, as each generation is exposed to one another’s ideas and experiences. The newest generation to enter the workforce is Generation Z. This group, born between the late 1990s and the early 2010s now comprises over a quarter of the U.S. population. You can read more about them here: www.visualcapitalist.com/meet-generation-z-the-newest-member-to-the-workforce
Miles City Job Fair Wrap-Up

Miles City Job Service, in conjunction with Miles Community College, held our annual Miles City Job Fair on April 18, 2019. Our event had 43 employers and resource agencies in attendance and 126 job seekers. We had fewer job seekers than last year, but more employer and resource agencies participated. That balance is not surprising due to the workforce shortage we see throughout the state.

After each event, we ask the employers to provide feedback about their experience at our job fair and we received very favorable comments again this year.

Employer comments included:

• “I appreciate the array of fellow employers, pulling in a variety of individuals.”
• “Organized, facility looked nice, friendly welcome, and vendors stayed until 3.”
• “Although numbers were low, I did have results from the fair.”
• “We are able to network with other vendors, which we find very beneficial for some of the services we offer.”
• “We had a few good candidates this year and look forward to 2020!”

We heard feedback from vendors that they would like to see the job fair run later in the day, allowing job seekers who are currently employed and high school students the opportunity to attend after they finished work or school. Plans for the 2020 Miles City Job Fair are underway and, as always, we plan to use these comments and suggestions to improve next year’s event.

Stockman Bank and the Miles City Tourism & Business Improvement District also sponsored this year’s event. We appreciate their continued support.

If you would like to join our mailing list for next year’s event, contact our office at (406) 232-8340 or email Cindy Erickson at cerickson@mt.gov.

Collaboration with the Adult Probation Office

Job Service Miles City has collaborated with the Miles City Adult Probation and Parole office to provide work search assistance to area parolees. Participants will have the opportunity to complete 10 hours of community service at our office. This time will be spent registering for services with Job Service, building work search skills, resume writing, application assistance, soft skills training, and career skills assessment. An employment plan will be designed to fit the needs of each person to better assist them in re-entering to the workforce.

Employers face a shallow labor pool to fill their staffing needs. This program is designed to tap into an additional labor force, support re-entry into the community, and reduce recidivism.

If you are seeking new employees, some programs offer assistance when hiring parolees. The Work Opportunity Tax Credit (WOTC) program can save Montana employers up to $9,600 per qualifying new hire during their first year of employment. The Federal Bonding Program provides employers with $5000 worth of fidelity bond coverage for the first six months of employment if they hire specific individuals. The Federal Bonding Program primarily supports the hiring of individuals who have previously been incarcerated and are returning to the community, as well as some other job seekers who have faced difficulties in finding employment.

For more information, please contact Job Service Miles City at (406) 232-8340.