2019 JOB FAIR

Gallatin County Fairgrounds
APRIL 10, 2019

We’re halfway there, folks—35 booths are spoken for including our outstanding sponsors. The Job Fair Jamboree, (JFJ), is helping employers find skilled and experienced workers in our tight labor market for our rapidly growing communities in Gallatin and Park Counties and surrounding areas. We hope to reserve all booths by March 15th so we can let the public know who will all be in attendance and what jobs will be available for the taking. Thank you to the area businesses already on board!!

The Job Fair Jamboree is hosted by Job Service Employers’ Committee and participating sponsors.

Proceeds from the JFJ event help to support our community Job Fair Jamboree, the JSEC Apprentice Scholarship, the JSEC Education Scholarship, JSEC Business Trainings and Workshops, and the JSEC Employer of Choice Award Program. Sponsorships may be payable in kind by helping JSEC promote the event.

For more information, call Michele at 582-9234

2019 Job Fair Jamboree
Job Service Employers’ Committee, JSEC

CURRENT UNEMPLOYMENT RATE

Nation 3.7%
Montana 3.9%

Gallatin County:
Unemployment Rate: 2.7%
Total Labor Force: 66,194
Total Unemployed: 1,765

Park County:
Unemployment Rate: 4.4%
Total Labor Force: 8,587
Total Unemployed: 375

Total Jobs Posted Statewide:
7,598

Source: lmi.mt.gov and montanaworks.gov
Montana Workforce Innovation & Opportunity Act (WIOA)

Job Service Montana Centers:

WIOA provides financial assistance for education, on-the-job training (OJT) and other benefits for individuals who are unemployed or who have very low earnings. These benefits derive from several programs operated by Job Service Centers in the State of Montana, such as the WIOA Dislocated Worker and WIOA Adult Programs.

Help may be provided for the cost of books, tuition, and/or other school-related expenses. Academic studies must be completed in less than two years and may consist of the junior & senior years of college, associates degrees and certificate training (CDL, CNA, etc.). Other support may be available for relocation to a job, travel to interviews and on the job training.

A Dislocated Worker is:

Anyone who has been laid off from a job or is self-employed and has become unemployed or underemployed due to general economic conditions may be eligible.

Anyone working as unpaid homemaker dependent on the income of another family member who loses that income (through divorce, death, etc.) and remains unemployed/underemployed.

A recently separated veteran.

An Adult Program eligible person is:

A person in a household that receives SNAP or other public assistance benefits.

A person who has earned less than approx. $6,000 in the last six months.

--- $15,000 for family of 4 ---

Contact: Heidi Lutz or Mark Albee: (406)582-9200

5-in-1 Labor Law Posters

This is the time of year we are getting lots of questions about Posters, especially the 5 in 1 Labor Law AND Montana Minimum Wage posters.

What you may need to know about posters:

The new 5 in 1 labor law poster will no longer include the Montana Minimum Wage since it changes annually. The new wage rate is $8.50 per hour.

The 2019 Montana Minimum Wage Poster and the 2019 Spanish language version are available on the Employment Relations Division website.

The USERRA poster has not changed since 2007.

Other labor law posters available through MT Department of Labor & Industry include:

- Discrimination is Against the Law Poster
- Equal Employment Opportunity (EEO) Poster
- Spanish Equal Employment Opportunity (EEO) Poster
- Family and Medical Leave Act (FMLA) Poster - (New! - FMLA posters with 2/2013 revision date are still valid or you may download 4/2016 revised version at this link)
- Fair Labor Standards Act (FSLA) Poster - (New! - Employers must post this version by August 1, 2016)
- Job Safety and Health (OSHA) Poster
- Employee Polygraph Protection Act (EPPA) Poster - (New! - Employers must post this version by August 1, 2016)
- Employee Rights Under the H-2A Program Poster
- Spanish Employee Rights Under the H-2A Program Poster
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
- Montana Clean Indoor Air Act
- 2019 Montana Minimum Wage Poster
- 2019 Spanish Montana Minimum Wage Poster
APPRENTICESHIP FACTS

There are 1,820 active apprentices in Montana today. Over the last five years, apprenticeships have increased by over 30%.

HEALTHCARE APPRENTICESHIPS

Healthcare apprenticeships have seen tremendous growth, with 253 healthcare apprentices and 53 sponsors today. In 2017, Montana had 100 healthcare apprentices with 39 business sponsors.

2017 Apprentices: 100  
2018 Apprentices: 253

2017 Sponsors: 39  
2018 Sponsors: 53

There are 21 different apprenticeable occupations in healthcare.

NEW APPRENTICESHIP FIELDS

Apprenticeships evolve with the needs of our economy and now include occupations beyond the classic trades. New fields include:

- MASTER BREWER
- COMPUTER SUPPORT SPECIALIST
- INDUSTRIAL MANUFACTURING TECHNICIAN
- LODGING MANAGER
- SURGICAL TECHNOLOGIST
- AND MANY MORE...

WOMEN IN APPRENTICESHIP

Women make up 18% of new apprentices, compared to 3% in 2013.

Expanding apprenticeship to new occupations has led to an increase in women entering apprenticeship programs.
J-1 Visa Exchange Visitor Program

Intern Program
Internship programs are designed to allow foreign college and university students or recent graduates to come to the United States to gain exposure to U.S. culture and to receive hands-on experience in U.S. business practices in their chosen occupational field.

The Exchange Visitor Program fosters global understanding through educational and cultural exchanges. All exchange visitors are expected to return to their home country upon completion of their program in order to share their exchange experiences.

Interns must be foreign nationals:

Who are currently enrolled in and pursuing studies at a foreign degree or certificate post-secondary academic institution outside the United States, or

Who have graduated from such an institution no more than 12 months prior to their exchange visitor program start date.

More Information

Incumbent Worker Training Program

Flexible solutions for your business needs

The Incumbent Worker Training program of the Montana Department of Labor & Industry is still accepting applications for workforce development grants for small businesses.

Incumbent Worker Training is an employer-sponsored program that provides grant funding to assist eligible Montana small businesses offset the cost of training for their existing (incumbent) workers. Its intent is to create a stronger workforce through developing employees and strengthening small business for Montana residents.

Grant applications and program details are available online at https://fundingmt.org.

For more information about the Incumbent Worker Training program, please visit iwt.mt.gov or contact Job Service Bozeman for assistance.

Job Service Bozeman
(406) 582-9200

Employer Opportunities

Employers interested in transforming your business with international talent or training individuals to start overseas branches of your company will find an invaluable solution with the J-1 Visa program.

Montana Foreign Labor Certification Program

The Foreign Labor Certification Program supports the hiring of foreign workers by Montana employers. The purpose of this program is to educate and assist Montana employers in obtaining qualified workers. If qualified U.S. workers are not available, the Workforce Services Division assists the employer in the process of obtaining foreign workers. Any U.S. employer who would like to apply for foreign workers is eligible to apply.
A look at labor and employment bills proposed by Montana lawmakers

by Jason S. Ritchie, From: MT Employment Law Letter

In just the first 20 days of the 66th regular session of the Montana Legislature, lawmakers have discussed some significant labor and employment bills. Here's an overview of the proposals we think will be of the most interest to our readers.

Montana Family and Medical Leave Insurance Act

House Bill (HB) 208 would require employers and employees to contribute to a fund—similar to the way unemployment insurance is funded—that would provide benefits to employees who are on leave under the federal Family and Medical Leave Act (FMLA). Contributions would be calculated annually depending on the amount of money needed to fund the benefits. Employees would apply to the Montana Department of Labor and Industry (DOLI) for benefits to compensate them for their base wages or earnings while they're on FMLA leave. The law would use the FMLA's eligibility and medical certification requirements for employees seeking leave.

Analysis: We have a couple of practical concerns about this bill. First, the cost to employers and employees is unknown. Although the bill provides for a cap contribution of one percent of employees' monthly wages, there really is no guide to the actual cost of this type of insurance.

Second, HB 208 uses the definition of "employer" found in Montana's unemployment statutes, meaning the FMLA insurance law would apply to every employer with an annual payroll of $1,000 or more. That's significantly different from the FMLA's definition of "employer," which applies only to organizations with more than 50 employees. The practical effect of that broad definition is quite concerning. For example, employers that aren't subject to the FMLA may be required to contribute to the fund.

Moreover, HB 208 effectively expands FMLA leave to all employers with an annual payroll of $1,000 or more because it requires an employer contributing to the fund to (1) continue health insurance benefits for an employee taking leave and receiving benefits under the new law and (2) reinstate an employee who takes leave and receives benefits to the same or an equivalent position upon his return. Those obligations place significant burdens on small Montana businesses that haven't been and wouldn't otherwise be covered by the FMLA.

Use of convictions, criminal history in hiring

This draft legislation, LC 1988, prohibits employers from asking job applicants about their criminal history.

The legislation provides very limited exceptions when (1) federal, state, or local law requires the employer to ask about criminal history, (2) the employer is hiring for a law enforcement or criminal justice position, or (3) the position is for a nonemployee volunteer. The statute carries a penalty of $500 for the first violation and $1,000 for every subsequent violation.

Analysis: This legislation is in line with the popular "ban-the-box" movement aimed at eliminating criminal history as a disqualifier for employment. Proponents of banning the box often cite data showing that people of color are disproportionately arrested, convicted, and incarcerated, so employers' inquiries about criminal history have a discriminatory impact on people of color. Opponents of the movement often cite employers' obligation to keep employees safe as a legitimate business reason to ask for criminal history. That debate raises a good opportunity to talk about a best practice for assessing job applicants' criminal history.

Under current Montana law, employers can ask about convictions, but not arrests. A criminal conviction shouldn't be the end of the analysis, however. Instead, you should consider whether a conviction disqualifies someone based on the following factors:

1. The nature and gravity of the offense or conduct;
2. The time that has passed since the offense or conduct occurred; and
3. The nature of the job held by the employee or sought by the applicant (in comparison to the conviction).

By undertaking such an analysis, you educate yourself about an employee's or applicant's criminal history and you can make a nondiscriminatory decision based on how it relates to the job.
America Saves Week 2019 is February 25th – March 2nd. This observance is an annual opportunity for organizations to promote good savings habits and a chance for individuals to assess their own saving status.

Whether you’re a financial services organization, a for-profit, or another type of business, encouraging your customers and employees to save money will help them lead more productive lives. Additionally, employees who learn how to effectively manage their benefits are more empowered, more engaged, and more satisfied with their compensation, benefits, and overall jobs.

Saving at work is one of the most effective ways for people to save automatically. There are at least two ways you can promote automatic savings to your employees.

1. Encourage employees to save a portion of their pay automatically into a separate savings account through direct deposit forms.
2. Encourage employees to open or add to work-sponsored retirement accounts.

Learn more at America Saves Week.org

Montana High Tech Alliance Chart

Montana High Tech Alliance posting jobs for technology businesses

Are you getting good response to your job ads?

By Kay Strayer, MT Dept. of Labor & Industry

If not, the recruiting company, "SocialTalent", recommends including these 3 Points in Job Ads to Increase Application Rates:

1. Never ever assume! You can’t guarantee that an applicant knows the amazing story behind your company. You have to show them!
2. It’s easy to stand out by simply including a salary in your job ad.
3. Candidates want to see their future in your company. Demonstrate how their career path can develop with you.

America Saves Week 2019 is February 25th – March 2nd. This observance is an annual opportunity for organizations to promote good savings habits and a chance for individuals to assess their own saving status.

Whether you’re a financial services organization, a for-profit, or another type of business, encouraging your customers and employees to save money will help them lead more productive lives. Additionally, employees who learn how to effectively manage their benefits are more empowered, more engaged, and more satisfied with their compensation, benefits, and overall jobs.

Saving at work is one of the most effective ways for people to save automatically. There are at least two ways you can promote automatic savings to your employees.

1. Encourage employees to save a portion of their pay automatically into a separate savings account through direct deposit forms.
2. Encourage employees to open or add to work-sponsored retirement accounts.

Learn more at America Saves Week.org

Montana High Tech Alliance Chart

Montana High Tech Alliance posting jobs for technology businesses

Are you getting good response to your job ads?

By Kay Strayer, MT Dept. of Labor & Industry

If not, the recruiting company, “SocialTalent”, recommends including these 3 Points in Job Ads to Increase Application Rates:

1. Never ever assume! You can’t guarantee that an applicant knows the amazing story behind your company. You have to show them!
2. It’s easy to stand out by simply including a salary in your job ad.
3. Candidates want to see their future in your company. Demonstrate how their career path can develop with you.

America Saves Week 2019 is February 25th – March 2nd. This observance is an annual opportunity for organizations to promote good savings habits and a chance for individuals to assess their own saving status.

Whether you’re a financial services organization, a for-profit, or another type of business, encouraging your customers and employees to save money will help them lead more productive lives. Additionally, employees who learn how to effectively manage their benefits are more empowered, more engaged, and more satisfied with their compensation, benefits, and overall jobs.

Saving at work is one of the most effective ways for people to save automatically. There are at least two ways you can promote automatic savings to your employees.

1. Encourage employees to save a portion of their pay automatically into a separate savings account through direct deposit forms.
2. Encourage employees to open or add to work-sponsored retirement accounts.

Learn more at America Saves Week.org

Montana High Tech Alliance Chart

Montana High Tech Alliance posting jobs for technology businesses

Are you getting good response to your job ads?

By Kay Strayer, MT Dept. of Labor & Industry

If not, the recruiting company, “SocialTalent”, recommends including these 3 Points in Job Ads to Increase Application Rates:

1. Never ever assume! You can’t guarantee that an applicant knows the amazing story behind your company. You have to show them!
2. It’s easy to stand out by simply including a salary in your job ad.
3. Candidates want to see their future in your company. Demonstrate how their career path can develop with you.

America Saves Week 2019 is February 25th – March 2nd. This observance is an annual opportunity for organizations to promote good savings habits and a chance for individuals to assess their own saving status.

Whether you’re a financial services organization, a for-profit, or another type of business, encouraging your customers and employees to save money will help them lead more productive lives. Additionally, employees who learn how to effectively manage their benefits are more empowered, more engaged, and more satisfied with their compensation, benefits, and overall jobs.

Saving at work is one of the most effective ways for people to save automatically. There are at least two ways you can promote automatic savings to your employees.

1. Encourage employees to save a portion of their pay automatically into a separate savings account through direct deposit forms.
2. Encourage employees to open or add to work-sponsored retirement accounts.

Learn more at America Saves Week.org
Montana LTAP Presents:
Flagger Certification
—March 18, 20, and 21, 2019

Workshop Objective: To learn work zone and flagging procedures to become a certified flagger.

Workshop Description: This flagger workshop is a combination of lecture, manuals, video and hands-on problem solving with regards to flagging in a work zone. The five parts of a Traffic Control Work Zone will be discussed. Montana flagger certification will be issued to all participants who successful pass the course.

Who Should Attend: Those wanting to become a certified flagger. Road department employees from cities, counties, MDT, Forest Service, Park Service, BIA and Tribal employees will all benefit from attending this workshop.

Instructor: Shawna Page has been a Certified Safety Officer and professional safety instructor for over fifteen years, while also working in the construction field for 20 years. Shawna’s experience ranges from building construction to Work Zone traffic control. Shawna is Montana LTAP’s primary instructor on many courses that LTAP offers. Shawna regularly teaches MSHA courses including Part 46 refreshers, OSHA 10 & 30 courses, Asbestos Safety, Cold Weather Safety, flagging, Work Zone Technician, Traffic Control Supervisor, and other safety courses.

Classroom Locations for March 2019 Classes
March 18 - Monday - Great Falls Hampton Inn; 2301 14th SW; Great Falls, MT
406-453-2675

March 20 - Wednesday - Missoula Ruby's Inn; 4825 N Reserve; Missoula, MT
406-721-0990

March 21 - Thursday - Bozeman Transportation & Systems Engineering Building;
2327 University Way, Room 333; Bozeman, MT
406-994-6100

Workshop Schedule
8:00 AM: Class Starts
12:00 PM: Exam
12:30 PM: Class Ends

LTAP is located in the College of Engineering at Montana State University and serves the needs of Montana’s rural and local transportation agencies. LTAP is an equal opportunity/affirmative action organization.

Registration Information
Preregistration is required. The cost is $60 per person and includes classroom materials.

• You must contact the LTAP office to cancel your registration at least five days prior to the workshop. No-shows will be billed. Substitutions are gladly accepted.
• For questions or information, call Genevieve Houska, LTAP Conference Coordinator: 1-800-541-6671, genevieve.houska@montana.edu

MT LTAP Flagging Certification Class - $60.00
The Unemployment Insurance Division invites employers to join our upcoming webinar on SIDES E-Response System.

**SIDES Webinar**, February 7, 2019 at 1:30 PM. Register by email to: UISIDES@mt.gov.

With SIDES E-Response, employers can use the internet to receive and respond to separation and earnings verification requests as well as potential charge notices.

To sign up, just send an email to UISIDES@mt.gov with your contact information, including name, employer, email address and phone number, and we will take care of it from there.

---

**JAIL TO JOBS**

**FRIDAY, FEBRUARY 15, 2019**

8 AM to 10 AM, Gallatin Co Detention Center in Bozeman.

17 Employers will be in attendance interviewing candidates for their available positions.

Registration is closed for this event. Please contact Teri Knutson at 406.582.9237 to sign up for future events.

---

**Montana LTAP Presents: Flagger Certification** —

March 18 - Monday - Great Falls Hampton Inn; 2301 14th SW; Great Falls, MT, 406-453-2675

March 20 - Wednesday - Missoula Ruby's Inn; 4825 N Reserve; Missoula, MT, 406-721-0990

March 21 - Thursday - Bozeman Transportation & Systems Engineering Building; 2327 University Way, Rm 333; Bozeman, MT, 406-994-6100

Contact: Genevieve Houska, LTAP Conference Coordinator: 1-800-541-6671, genevieve.houska@montana.edu

---

Please register at [MontanaWorks.gov/2019-job-jamboree](https://www.montana.gov/mtworks)