



*Montana*  
**Department of Labor and Industry**

# The Available Labor Supply in Montana's Labor Markets



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**Montana Department  
of Labor and Industry**  
WORKFORCE SERVICES DIVISION



## **A Message from Commissioner Keith Kelly**

As your Commissioner of the Montana Department of Labor and Industry, it is my privilege to present the “Available Labor Supply in Montana’s Labor Markets.” The Department commissioned the University of Montana’s Bureau of Business and Economic Research to get a snapshot of Montana’s workforce and their needs and help employers seeking to recruit or retain a skilled and trained workforce.

The study profiles the available workforce in five geographic regions: Region One covers the Northwestern part of the state, Region Two is the Southwest, Region Three is North Central, Region Four is South Central and Region Five is Eastern Montana. Questions were asked regarding gender, age, education, current wages, commute, training and industry preferences. Participants in the survey were analyzed according to seven (7) categories: not in the labor force, employed, employed-willing to switch, employed-might switch, employed-involuntary part-time, employed-willing to work another job and unemployed.

A key finding is that Montana has approximately 261,000 citizens that are either seeking jobs, interested in updating their skills or seeking new job opportunities. Despite the economic downturn, opportunities are on the way. Energy projects are on the rise. Governor Schweitzer has been working hard to attract more energy developers to the state and that work is paying off. To date there are 50 wind projects in various stages of development, the Montana Alberta Transmission Line and the Keystone Pipeline are in the works, a coal to liquids plant on the Crow Reservation is in the planning stages, along with a host of other energy related projects. These projects will bring more jobs to the local communities where they will be located throughout the state. Rather than import workers from out of state, we have the opportunity to train and build a ready workforce. Nearly 40% of those surveyed were willing to train in the energy industry as well as the construction, machine trades, bio manufacturing and trucking industries.

More than half the participants surveyed are trained for an occupation other than the one in which they are currently employed. Those who are willing to switch occupations would do so for a variety of reasons, primarily pay and benefits. Health insurance, flexible hours, on the job training, retirement and other benefits are some of the key factors workers consider before going to work for an employer.

In conclusion, this report shows that Montana’s workforce is ready to get to work and is seeking the new opportunities that are on the horizon for our great state.



Keith Kelly, Commissioner  
Montana Department of Labor and Industry

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Dr. Paul Polzin, Emeritus Director of BBER, had the foresight to develop this project in 2002 and provided very useful institutional memory for the 2008 version. Janet Stevens of BBER worked diligently to supervise the data collection of this study. Finally, the authors are most grateful to the BBER telephone survey supervisors and interviewers. Their dedication to careful research and persistence made this study a success.

## Introduction

The Montana Department of Labor and Industry contracted with the Bureau of Business and Economic Research (BBER) at The University of Montana to assess the quantity and quality of available workers in major labor markets throughout Montana. Using a random sample of 6,267 respondents, including both landline and cell phone-only households, survey researchers at the Bureau assessed labor market status, availability, training and other information of relevance to current and future employers. BBER survey researchers collected the information during the summer and fall of 2008.

Our basic finding is that there are a substantial number of individuals currently working who report themselves as willing and available for new job opportunities. Statewide, there were almost 261,000 adults who could be classified as available for new job opportunities. That total included:

- 105,500 people employed full time who said they would switch jobs if better opportunities became available;
- 27,600 people who were employed part-time because no suitable full time work was available;

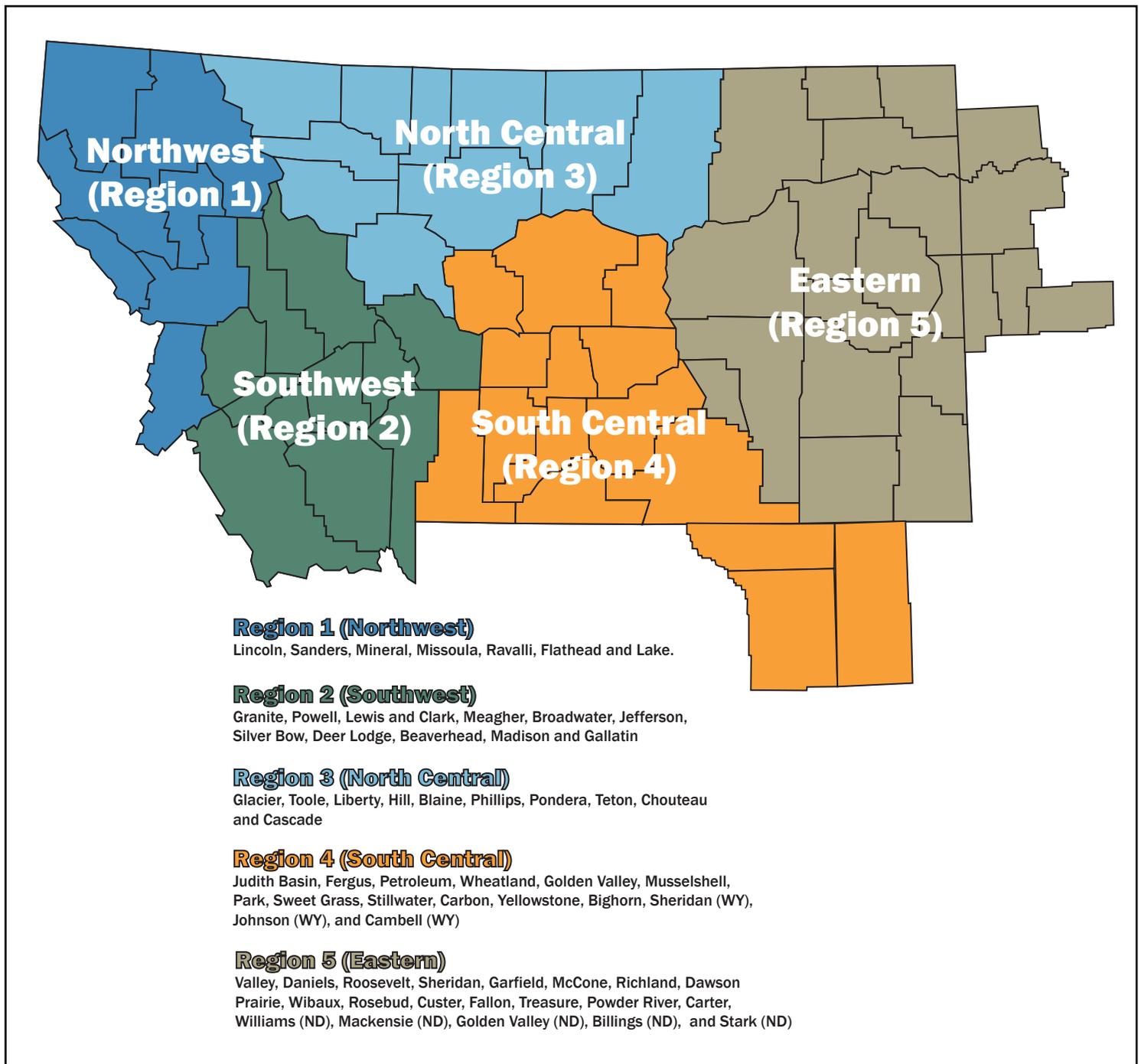
- 81,800 workers who were willing to take on a second job in addition to their current job;
- 46,000 people who were currently unemployed and looking for work.

Clearly the labor available to staff expansions or to replace turnover for any prospective or existing employer across the state is significantly higher than figures such as the unemployment rate, taken by itself, would suggest.

Some labor markets in Montana extend beyond the state's borders, particularly along the southern and eastern edges of the state. Based on commuting patterns and transportation access, we have identified three counties in Wyoming and five counties in North Dakota as linked to economic activity in Montana. Since the labor force of those counties is available to Montana firms, survey responses from those counties are incorporated in the results of this study.

For purposes of the analysis, we have divided the state into five labor market regions, shown graphically and listed in Figure 1.1. Results are presented for each region, as well as a state total (which includes some contiguous North Dakota and Wyoming counties).

**Figure 1.1**  
**Montana Labor Market Regions**



## Methods

BBER surveyed residents of Montana and neighboring counties in North Dakota and Wyoming who were 18 years old or older and had a working landline or cellular telephone. Interviews were conducted from January through September 2008. This study population should not be confused with all adult residents because it excludes residents who do not have telephones, the institutional population, and those who were absent during the study period. The survey was administered using Computer-Assisted Telephone Interview (CATI) techniques. The study obtained a total of 6,267 completed interviews.

The landline sample was stratified by Montana Department of Labor and Industry economic region and race. The landline sample was selected by random digit dial and within household respondent selection was made using the Kish method. The cellular telephone sample was stratified by Montana Department of Labor and Industry economic region and race. Within region and racial category the cellular telephone sample was selected randomly from a list provided by Survey Samples International, Inc.

The overall rate of sampling error for this survey is +/- 1.5%, or +/- 13,200 adult residents of the region (see Table 1.1). This means that if the survey were repeated 100 times, in 95 of the replications the estimates found would be within +/- 1.5% of those published here. Sampling error rates for sub-samples of this study will be higher. The effect of the complex sample design of this survey increased sampling error over a comparable rate calculated under the assumptions of simple random sampling. In general, the sampling error rate for this survey is 1.214 times the rate calculated under the assumptions of simple random sampling. Users of these data must take great care when calculating statistical tests that are not adjusted for the sampling error found in this survey.

The data presented in this report are weighted by age and sex using the 2007 U.S. Census Bureau population estimates for the study area of persons age 18 and older. Post-stratification weighting of this type is a standard data processing technique that has been shown to improve the accuracy of survey-based estimates.

## Survey Response Rates

BBER documented survey case status in a manner that allowed reporting an interview response rate using the American Association for Public Opinion Research (2008) standard definition (RR3). The response rate for this survey was 41.4 %. This response rate is typical for rigorously conducted RDD surveys. The following is a detailed description of this survey's interview outcomes:

$$RR3 = 41.4\% \quad 6,267/15,130 = .414$$

- 6,267 completions
- 5,894 refusals
- 599 unresolved appointments
- 695 illnesses, language problems, other non-completions
- 1,675 estimated valid respondents among “always busy, no answer, or ambiguous answering machine” phone numbers
- 15,130 Total Sample

Figure 2 compares response rates for each survey region and special sample. The American Indian reservation, Flathead County, and Opportunity Link region oversamples are included in the regional rates to be concise.

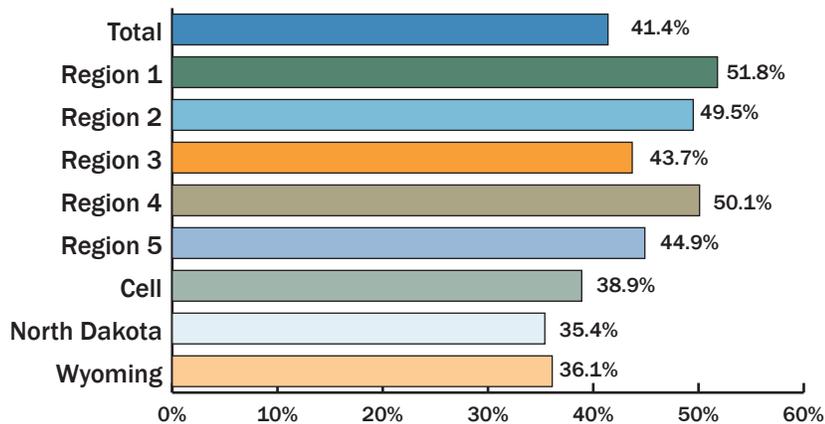
The questionnaire used in this study is similar to what was used by the BBER in an earlier study (2002). It is reproduced in Appendix A.

**Table 1.1**  
**Labor Force Status, All Regions**  
**Montana, January – September 2008**

Study Region	2008 Labor Market Analysis Survey Sampling Error Summary		
	Sampling Error Rate (+/-)	Sampling Error Population Estimate (+/-)	Total Number of Completed Interviews
Overall	1.5%	13,200	6,267
Region 1	2.9%	7,700	1,642
Region 2	3.6%	6,700	844
Region 3	3.2%	3,600	1,139
Region 4	3.0%	6,700	1,359
Region 5	3.2%	3,400	1,283

Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 1.2**  
**2008 Montana Labor Market Analysis Survey Response Rates**



Source: Bureau of Business and Economic Research, The University of Montana.

## Estimated Available Labor Supply

Survey responses were used to classify individuals into the following mutually exclusive labor force status categories:

**Not in labor force:** These individuals were not working and were not looking for work.

**Employed:** These are defined as those who are working full time (35 hours per week or more) and not willing to switch or add jobs.

**Employed – willing to switch:** This category included responses from those working who said they would switch jobs in response to new opportunities.

**Employed – might switch:** Those employed individuals who responded “maybe” when asked if they would switch jobs in response to new job opportunities.

**Employed – involuntary part-time:** Involuntary part-time workers are those working less than 35 hours a week, but would prefer full time employment.

**Employed – willing to work another job:** Those who are working (full- or part-time) who were willing to accept additional jobs.

**Unemployed:** Those who are not working and said that they were looking for work or planned to look for work in the next year. The main body of this report does not publish unemployment rates. For more information, please see Appendix A.

Based on survey responses, we estimate that approximately two thirds of Montana’s adult population were not available for new job opportunities, either because they were not in the labor force, or they were unwilling to switch employers, as shown in Table 1.1. That leaves the remaining 31 percent of the working age population, or 260,900 people statewide, reporting that they would entertain new employment. This percentage of the workforce who are available varies regionally from a high of 37.2 percent in southwest Montana to a low of 26.3 percent in the 10-county north central region of the state.

## Organization of the Report

In the remainder of this report we give a more detailed statistical description of the available work force for three distinct geographies: the state as a whole, the five sub-regions, and the state’s seven American Indian reservations.

**Table 1.2**  
**Labor Force Status, All Regions**  
**Montana, January – September 2008**

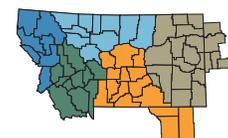
Labor Force Status	Labor Market Area					
	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Not in labor force	28.9%	22.7%	28.2%	23.9%	26.5%	25.9%
Employed	40.4%	40.1%	45.5%	46.5%	45.0%	43.1%
Employed-willing to switch	9.6%	11.0%	6.8%	9.1%	8.7%	9.3%
Employed-might switch	2.6%	4.1%	2.3%	3.9%	2.9%	3.3%
Employed-involuntary part-time	3.2%	4.3%	3.6%	2.3%	3.5%	3.3%
Employed -willing to work another job	9.9%	12.3%	8.5%	8.5%	8.7%	9.7%
Unemployed*	5.5%	5.5%	5.1%	6.0%	4.7%	5.5%
<b>Total</b>	<b>233,200</b>	<b>182,500</b>	<b>111,900</b>	<b>219,500</b>	<b>93,300</b>	<b>840,300</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

\* Number of unemployed adults divided by total number of adults.

# Montana



We can use the responses to survey questions to construct a more detailed profile of available labor in Montana labor markets. This section develops and presents a statistical profile of workers and the unemployed who are available for new job opportunities for Montana as a whole. Similar information for Montana’s labor market regions, as well as for the American Indian population on the state’s reservations, are presented in the next sections.

The 260,900 workers who we estimate to be available for

new employment opportunities across Montana are almost evenly divided between males and females, as shown in Table 2.1. Younger workers predominate – about two thirds of available labor is aged 44 years or less. The educational status of the available labor pool closely resembles the profile of the workforce as a whole. Approximately 25 percent have at least a college degree, and all but 8 percent of available workers have graduated from high school or have obtained a GED.

**Table 2.1**  
**Estimated Available Labor Supply,**  
**Montana, 2008**

**Available Labor Supply = 260,900**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	132,400	18-24	68,000	Less than High School	21,200
Female	128,500	25-44	105,200	High School graduate	135,400
		45-54	54,800	Some post high school	36,900
		55+	32,900	College graduate (4 yr)	67,400

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	34,200	0-10 miles	81,300
\$6.56-9.99	67,600	11-20 miles	74,300
\$10.00-11.99	48,900	21-30 miles	44,700
\$12.00-17.99	62,500	More than 30 miles	60,600
\$18.00+	47,700		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	125,700	Welding or metal plant	83,500
Health service fields	102,300	Production manufacturing plant	92,100
Trucking and transportation	48,500	Biomanufacturer	58,900
Production and manufacturing	81,600	Customer service call center	70,400
Biomanufacturing	46,800		
Machine trades	84,800		
Construction trades	89,800		
Energy production fields	104,100		
Teaching and education	108,500		

\*Respondents could reply to more than one category.

Responses to questions about the impact of wages on availability indicate considerable diversity in the population of available workers. More than half of potential job switchers said that an increase in pay was the main interest for switching jobs. Yet in the total pool of available labor, which includes the unemployed, 13 percent said they would work for minimum wage, and almost 40 percent said they would work for \$10 per hour or less.

Some of the variability in responses between Montana's labor market regions can be seen from Figures 2.1 through 2.4. As a proportion of the total labor force, southwest Montana ranks highest in available labor supply, with the north central Montana region ranking the lowest. Southwest, northwest, and south central Montana have the highest numbers of available workers with college degrees. Labor force participation rates, defined as the number of those working or those looking for work divided by the total working age population, are fairly similar across the state, varying from 70 to 75 percent.

Further insights emerge when we examine the different types of available labor. Cross tabulations of age, educational status, length of residence and income against different classifications of available labor are shown graphically in Figures 2.5 through 2.8.

Length of residence information can potentially produce insights on labor mobility and migration, which varies considerably in different areas of the state.

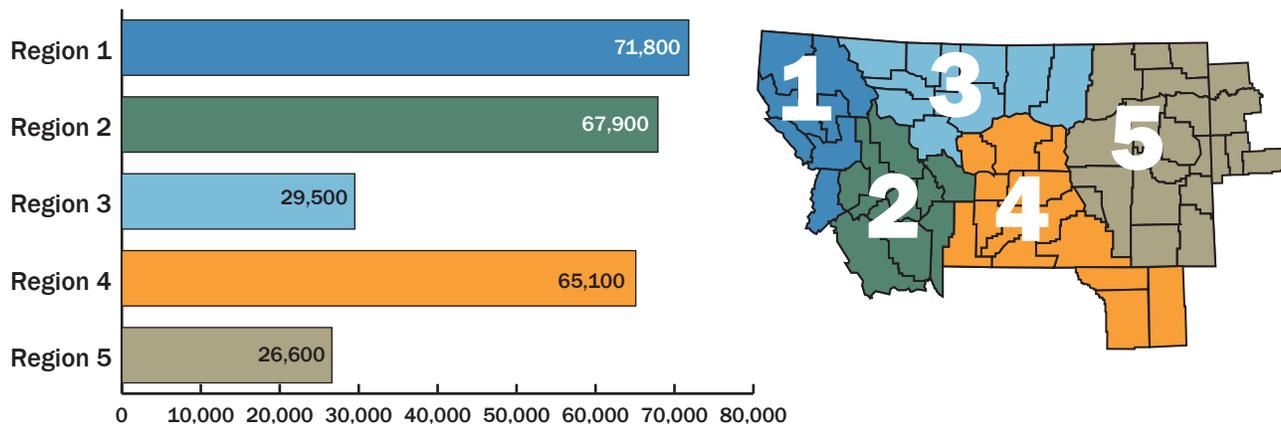
The predominance of workers aged 25-44 years in the "willing to switch" and "willing to work a second job" categories of available workers is striking. It is the youngest workers, aged 18-24 years, who are the most likely to either be unemployed or working part time when a full time job is desired.

Workers with a high school diploma or its equivalent as their highest educational credential numerically dominate all categories of available labor, as shown in Figure 2.6. Those with college degrees are slightly more likely to show up in the "willing to switch" category, and are less likely to be found in the pool of unemployed.

Perhaps unsurprisingly, those in lower income categories are more likely to be interested in working additional jobs, whereas higher income available workers are more likely to be potential job switchers. More than ten percent of available workers across all categories are in households with income above \$100,000.

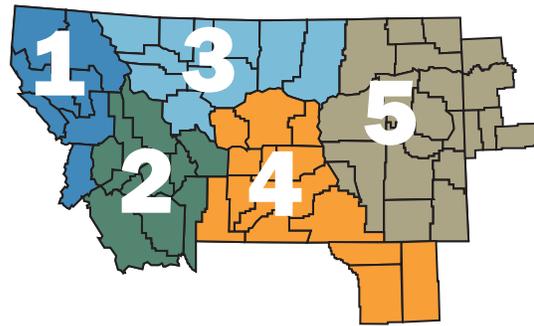
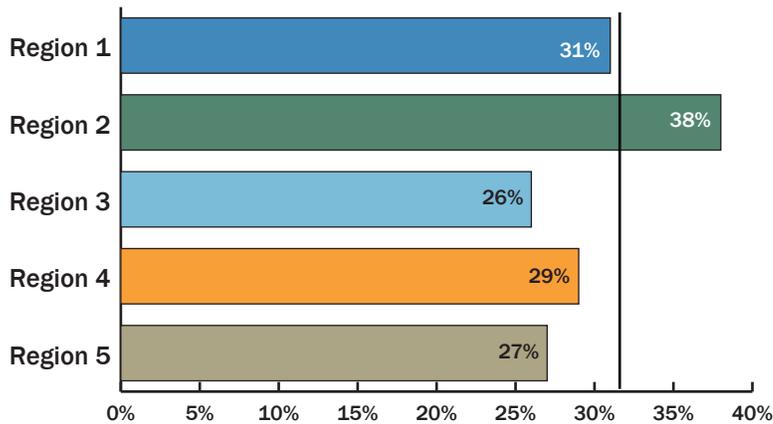
The remaining tables detail survey responses to questions on job preferences, job preparation, training needs and other aspects of the available workforce.

**Figure 2.1**  
**Available Labor Force, January to September 2008**  
**Montana Labor Market Regions**



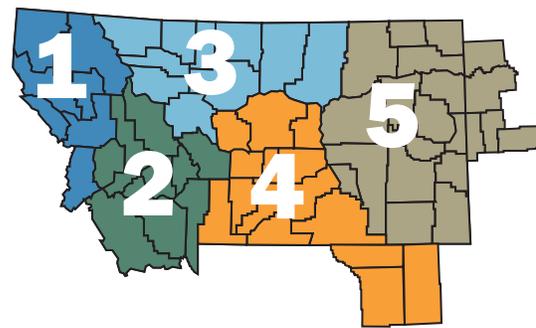
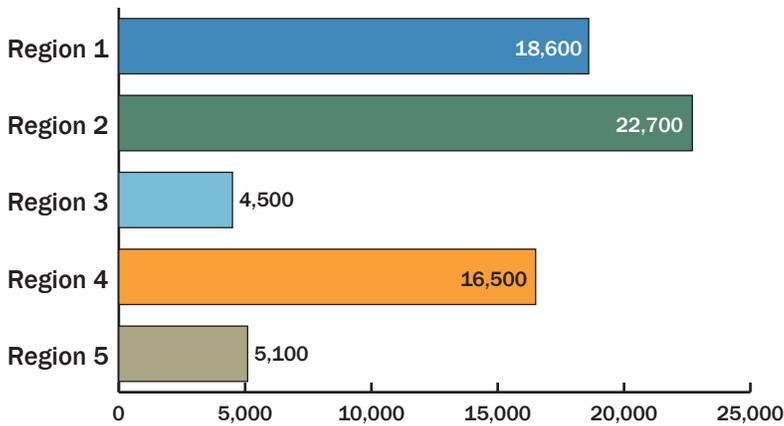
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 2.2**  
**Available Labor Force, Percent, January to September 2008**  
**Montana Labor Market Regions**



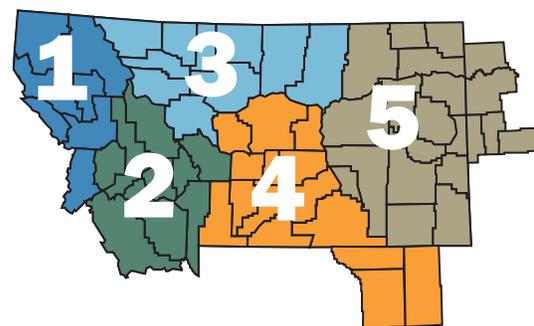
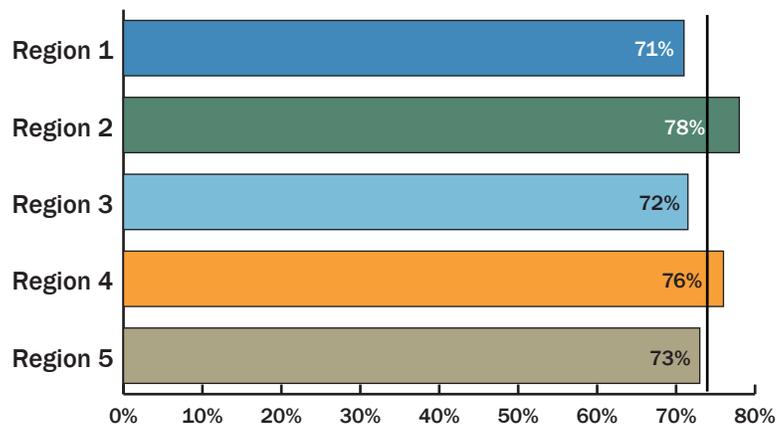
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 2.3**  
**Available Labor Force with BA Degree, January to September 2008**  
**Montana Labor Market Regions**



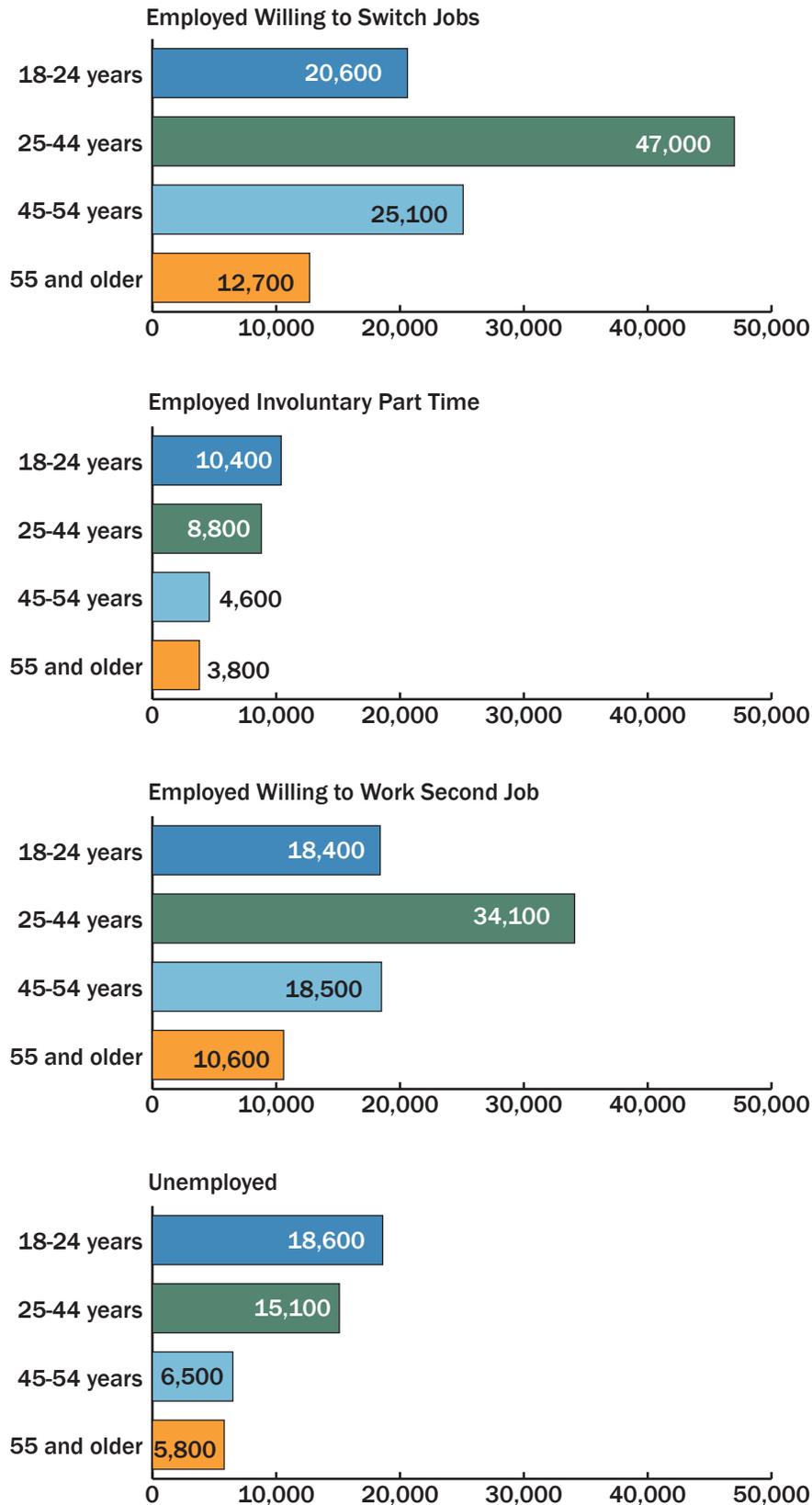
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 2.4**  
**Labor Force Participation, Percent, January to September 2008**  
**Montana Labor Market Regions**



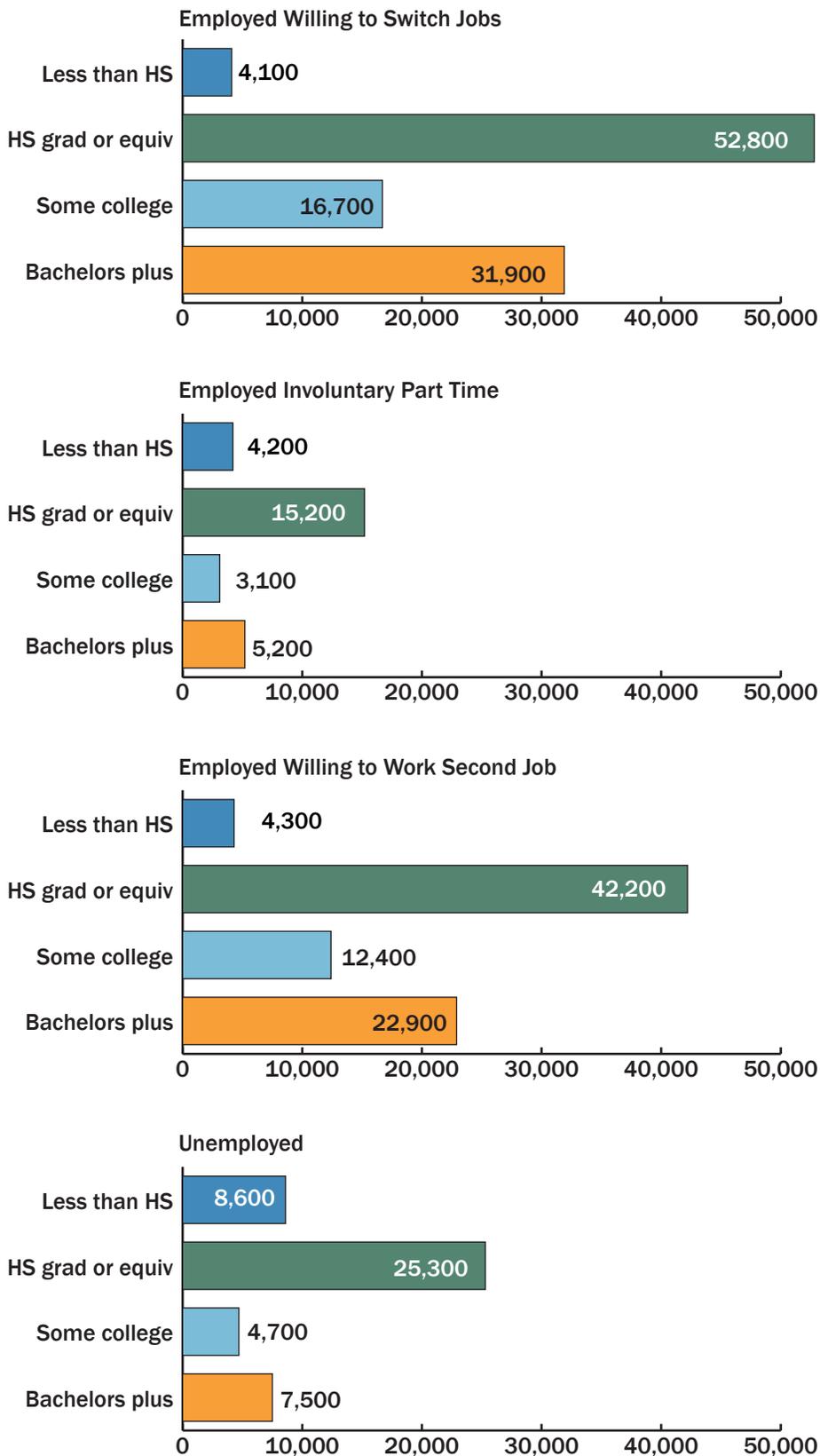
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 2.5**  
**Available Labor Supply By Age, Montana, January-September 2008**



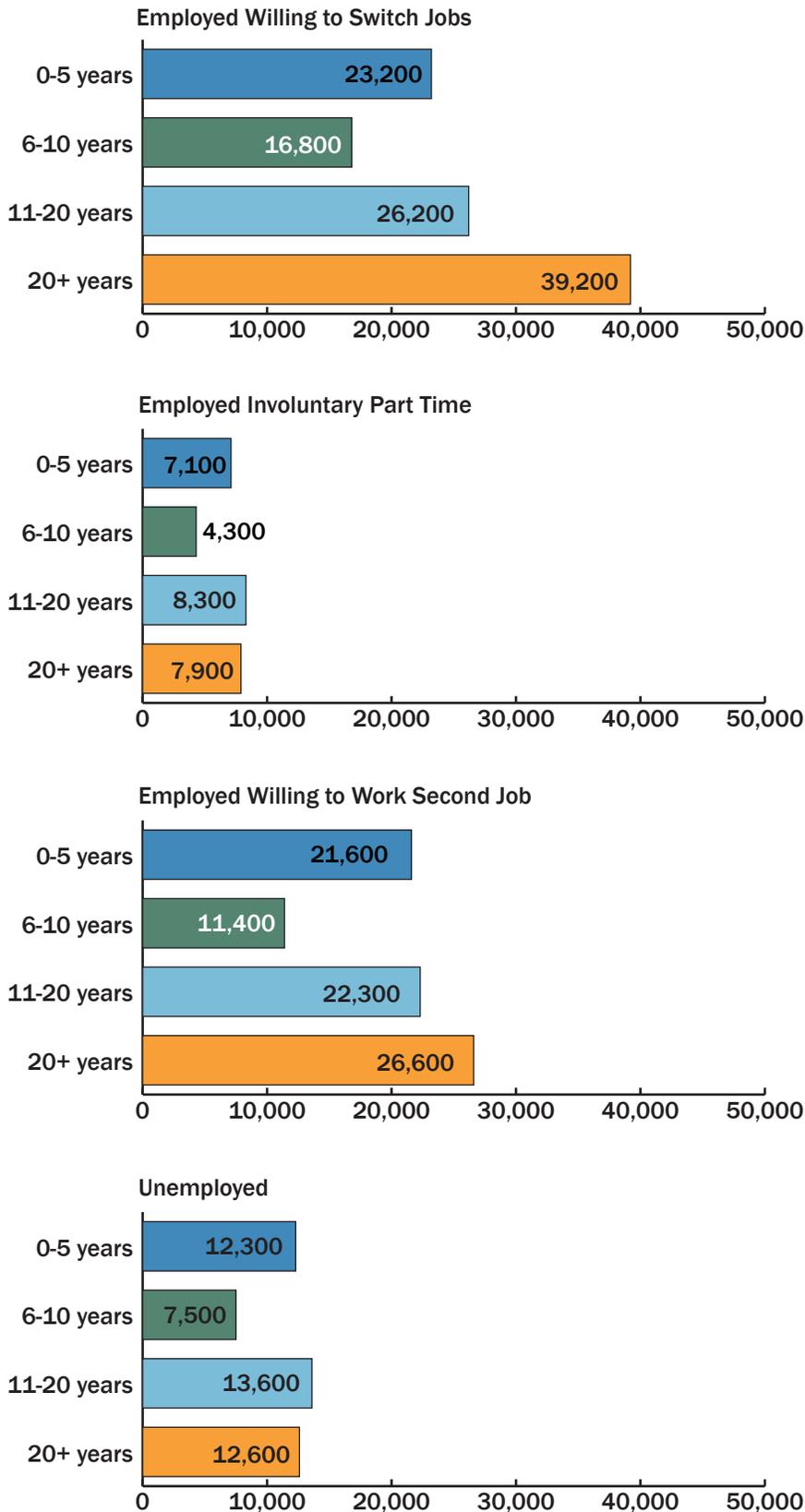
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 2.6**  
**Available Labor Supply By Educational Status, Montana, January-September 2008**



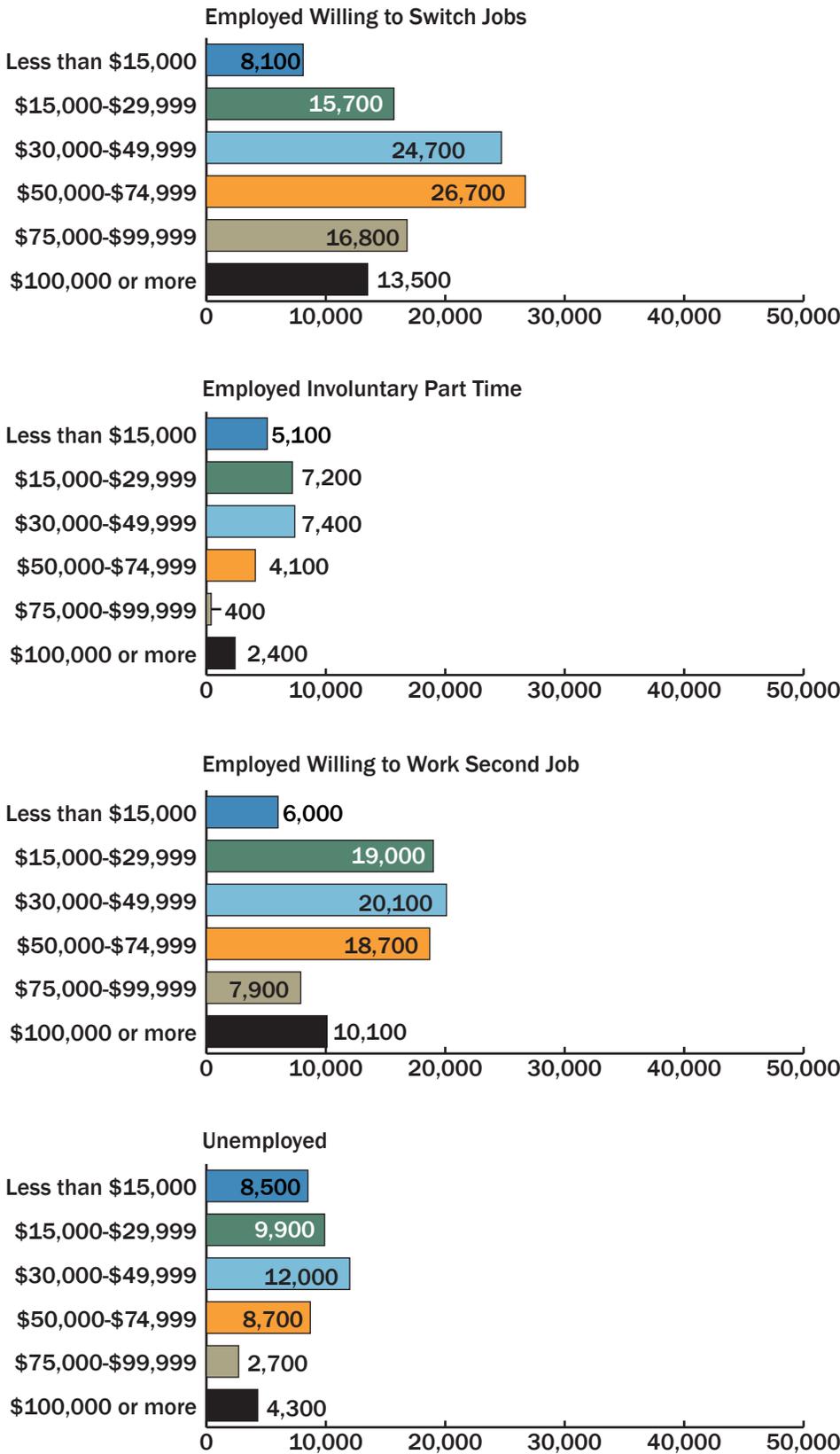
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 2.7**  
**Available Labor Supply By Length of Residence, Montana, January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 2.8**  
**Available Labor Supply By Household Income, Montana, January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.

**Table 2.2**  
**Labor Force Status**  
**Montana, January – September 2008**

Labor Force Status	
Not in labor force	25.9%
Employed	43.1%
Employed-willing to switch	9.3%
Employed-might switch	3.3%
Employed-involuntary part-time	3.3%
Employed -willing to work another job	9.7%
Unemployed	5.5%
<b>Total</b>	<b>840,300</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table 2.3**  
**Age and Education**  
**Percentage of the Available Labor Supply**  
**Montana, January – September 2008**

Age	
18-24 years	26.1%
25-44 years	40.3%
45-54 years	21.0%
55 and older	12.6%
Education	
Less than HS	8.1%
HS Grad or GED	51.9%
Some college	14.1%
BA +	25.9%
<b>Total</b>	<b>260,900</b>
<b>Median age, years</b>	<b>36</b>

Source: Bureau of Business and Economic Research, The University of Montana. Note: Percentages may not sum to 100 due to rounding.

**Table 2.4**  
**Lowest Acceptable Wage and**  
**Maximum Commuting Distance**  
**Percentage of the Available Labor Supply**  
**Montana, January – September 2008**

Lowest Acceptable Wage	
Minimum wage (\$6.55)	13.1%
\$6.56-\$9.99	26.0%
\$10.00-\$11.99	18.7%
\$12.00-\$17.99	23.9%
\$18.00 and more	18.4%
<b>Total</b>	<b>260,900</b>
<b>Median wage, dollars</b>	<b>\$10.00</b>
Maximum Commuting Distance	
0-10 miles	31.1%
11-20 miles	28.4%
21-30 miles	17.2%
More than 30 miles	23.3%
<b>Total</b>	<b>260,900</b>
<b>Median distance, miles</b>	<b>20</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table 2.5**  
**Working Outside Chosen Field**  
**Percentage of the Employed Available Labor Supply**  
**Montana, January – September 2008**

Job Outside Chosen Field	
Working outside field because of lack of jobs	17.3%
Outside field for another reason	19.8%
Working in chosen field	62.9%
<b>Total</b>	<b>214,800</b>

Source: Bureau of Business and Economic Research, The University of Montana. Note: Percentages may not sum to 100 due to rounding.

**Table 2.6**  
**Interest in Changing Jobs**  
**Percentage of the Employed Available Labor Supply**  
**Montana, January – September 2008**

<b>Even though you currently have a job (OR ARE SELF EMPLOYED), would you be interested in CHANGING jobs?</b>	
Yes	61.8%
Maybe	18.9%
No	19.3%
<b>Total</b>	<b>214,800</b>
<b>Main Reason for Changing Jobs</b>	
An increase in pay	55.6%
An increase in benefits	10.2%
Improvement in working conditions	8.1%
More career advancement opportunities	13.6%
Underutilizing your skills	8.2%
To gain more job status, or prestige	4.3%
<b>Total</b>	<b>136,100</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table 2.7**  
**Sources for Learning About Job Openings**  
**Percentage of the Available Labor Supply**  
**Montana, January – September 2008**

Word of Mouth (friends, family, etc.)	72.2%
Contact employers directly	56.9%
Newspaper advertisements	56.5%
Internet, web, computer listings	43.7%
The local job service (public employment agency)	31.2%
Job postings at current place of employment	20.8%
Other media sources (radio, television, magazines)	15.0%
A school or university employment center	12.9%
Television advertisements	12.4%
A private employment agency	8.1%
Vocational or career counselors	7.3%
<b>Total</b>	<b>260,900</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table 2.8**  
**Willingness to Train in Various Fields**  
**Percentage of the Available Labor Supply**  
**Montana, January – September 2008**

Information or Computer Technology	48.2%
Teaching and Education	41.5%
Energy Production	39.9%
Health Services	39.1%
Construction Trades	34.5%
Machine Trades	32.5%
Production and Manufacturing in General	31.3%
Trucking or Transportation	18.6%
Bio Manufacturing	17.9%
<b>Total</b>	<b>260,900</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Respondents could reply to more than one category.

**Table 2.9**  
**Type of Training Desired**  
**Percentage of the Employed Available Labor Supply**  
**Montana, January – September 2008**

What type of training would you be most likely to consider?	
On-the-job-training	44.9%
3 months or less	12.1%
4 months to 18 months	12.1%
19 to 23 months	4.3%
2 to 4 years	15.8%
Over 4 years	4.1%
A formal apprenticeship with a Montana organized labor union or other organization	3.7%
None of these	2.9%
<b>Total</b>	<b>214,800</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table 2.10**  
**Skill Training Received in Last 3 Years**  
**Percentage of the Employed Available Labor Supply**  
**Montana, January – September 2008**

<b>In the past three years have you received any job skills training?</b>	
Yes	43.4%
No	56.8%
<b>Total</b>	<b>214,800</b>
Technical skills (computer skills, trade skills)	70.3%
Safety (health or safety training)	65.9%
Interpersonal skills (leadership, career development)	63.1%
Thinking and organizing (problem solving, time management)	62.6%
Quality improvement (customer service or satisfaction)	59.3%
Product - sales (marketing, sales training)	26.6%
Basic skills (reading, writing, basic math)	16.7%
<b>Total</b>	<b>89,700</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Respondents could reply to more than one category.

**Table 2.11**  
**Willingness to Work for a....**  
**Percentage of the Available Labor Supply**  
**Montana, January – September 2008**

<b>Welding or metal fabrication firm</b>	
Yes	32.1%
<b>Production manufacturing firm in general</b>	
Yes	35.3%
<b>Bio manufacturing firm</b>	
Yes	22.6%
<b>Customer service/ technical support call center</b>	
Yes	27.0%
<b>Total</b>	<b>260,900</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Respondents could reply to more than one category.

**Table 2.12**  
**Trained for More Than One Occupation and Main Reason**  
**Respondent Would Consider Changing Occupations**  
**Percentage of the Employed Available Labor Supply**  
**Montana, January – September 2008**

<b>Are you trained for an occupation other than the one in which you are currently employed?</b>	
Yes	52.5%
No	47.5%
<b>Total</b>	<b>214,800</b>
<b>What factor would be most important to you if you decided to accept a job in your other occupation?</b>	
Job status or prestige	6.5%
Career advancement opportunities	15.9%
Benefits	16.2%
Pay	54.6%
Would not accept a job in another occupation	6.7%
<b>Total</b>	<b>102,900</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table 2.13**  
**Importance of Benefit if Changing or Accepting a Different Job**  
**Percentage of the Employed Available Labor Supply**  
**Montana, January – September 2008**

<b>Health insurance</b>			
Very important		83.3%	
Somewhat important		9.6%	
Not important		7.1%	
<b>Retirement plan</b>			
Very important		75.7%	
Somewhat important		16.6%	
Not important		7.7%	
<b>Paid vacation</b>			
Very important		71.1%	
Somewhat important		22.4%	
Not important		6.5%	
<b>On-the-job-training</b>			
Very important		66.5%	
Somewhat important		30.0%	
Not important		3.7%	
<b>Paid holidays</b>			
Very important		64.8%	
Somewhat important		28.1%	
Not important		7.1%	
<b>Sick leave</b>			
Very important		56.8%	
Somewhat important		34.3%	
Not important		9.0%	
<b>Differential pay (increased pay for shift work)</b>			
Very important		43.7%	
Somewhat important		39.2%	
Not important		17.1%	
<b>Flexible work hours</b>			
Very important		41.2%	
Somewhat important		42.9%	
Not important		15.9%	
<b>Tuition reimbursement</b>			
Very important		35.0%	
Somewhat important		35.9%	
Not important		29.1%	
<b>Profit sharing</b>			
Very important		32.6%	
Somewhat important		44.0%	
Not important		23.4%	
<b>Child care assistance</b>			
Very important		19.2%	
Somewhat important		19.7%	
Not important		61.1%	
<b>Total</b>			<b>214,800</b>

Source: Bureau of Business and Economic Research, The University of Montana.

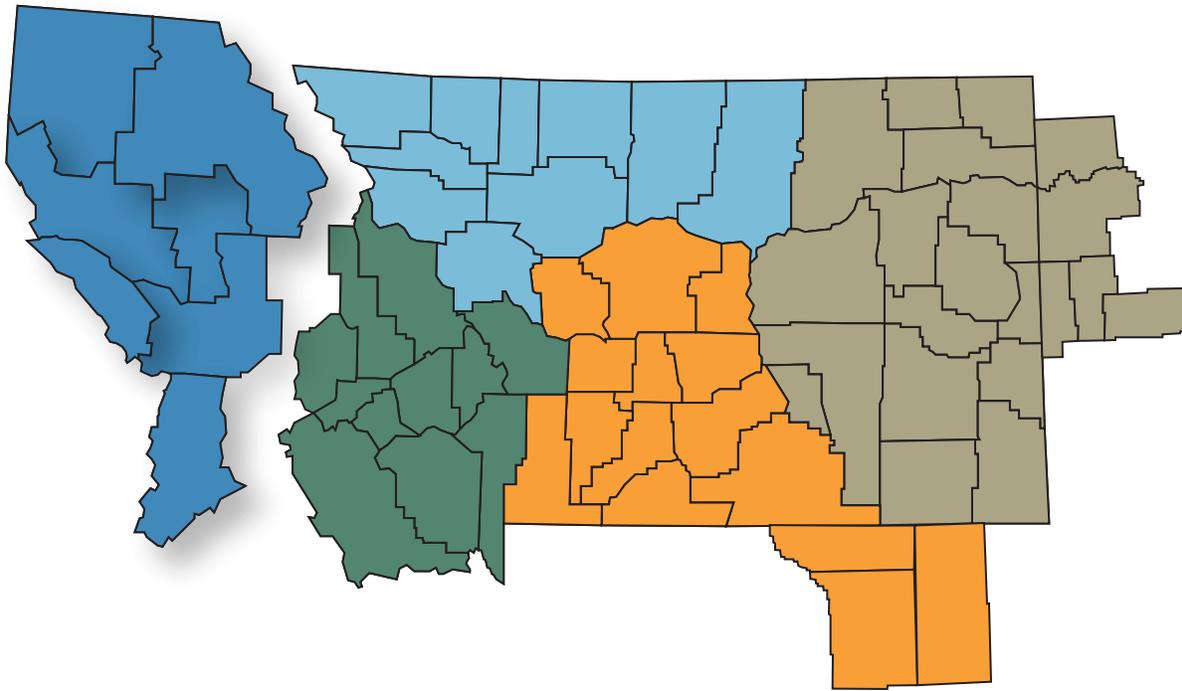
Note: Percentages may not sum to 100 due to rounding.

**Table 2.14**  
**Employee Child Care Needs**  
**Percentage of the Employed Available Labor Supply**  
**Montana, January – September 2008**

<b>Currently using any child care</b>	
Yes	7.2%
No	92.8%
<b>Total</b>	<b>214,800</b>
<b>Problems with child care</b>	
Yes	33.5%
No	66.5%
<b>Problem finding affordable child care</b>	
Yes	39.1%
No	60.9%
<b>If child care was offered by your employer, how important would that be in your choice to accept or keep a job?</b>	
Very important	13.2%
Somewhat important	41.0%
Not important	45.8%
<b>Median number of children in child care</b>	<b>1</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.



# Northwest Montana

**Lincoln, Sanders, Mineral, Missoula, Ravalli, Flathead, and Lake Counties**

In this section we present basic information on the available workforce in five labor market sub-regions of Montana. Extended results on labor market regions can also be found in the appendix to this section.

The available labor supply in the seven county northwest Montana region is estimated to be 71,800. This estimate is higher than any other labor market region, although statistically it is no different than the southwest or south central regions of the state. The available labor force is equally split between males and females. The age distribution of the available labor supply is almost identical to the state averages, with about two thirds of potential new workers aged 18-44 years.

In terms of education, the available labor force has

proportionately more workers without a high school degree (12.4 percent) than the state average (8.1 percent). The fraction of the available workforce with a college degree or more in northwest Montana is the same as the statewide figure, 25.9 percent.

23.5 percent of the available labor force in northwest Montana has lived in the region for 5 years or less. The newer residents show up most prominently in the job switcher sub-categories.

Information and computer technology, teaching and education and health services were mentioned most often as areas of potential training. Health care benefits figured prominently as a reason for job switching, with the median acceptable wage reported as \$10 per hour.

**Table 3.1**  
**Estimated Available Labor Supply,**  
**Region 1, 2008**

**Available Labor Supply = 71,800**

<b>GENERAL CHARACTERISTICS</b>					
<b>GENDER</b>	<b>WORKERS</b>	<b>AGE</b>	<b>WORKERS</b>	<b>EDUCATION</b>	<b>WORKERS</b>
Male	35,800	18-24	18,700	Less than High School	8,900
Female	36,000	25-44	29,100	High School graduate	34,400
		45-54	14,900	Some post high school	9,900
		55+	9,100	College graduate (4yr)	18,600

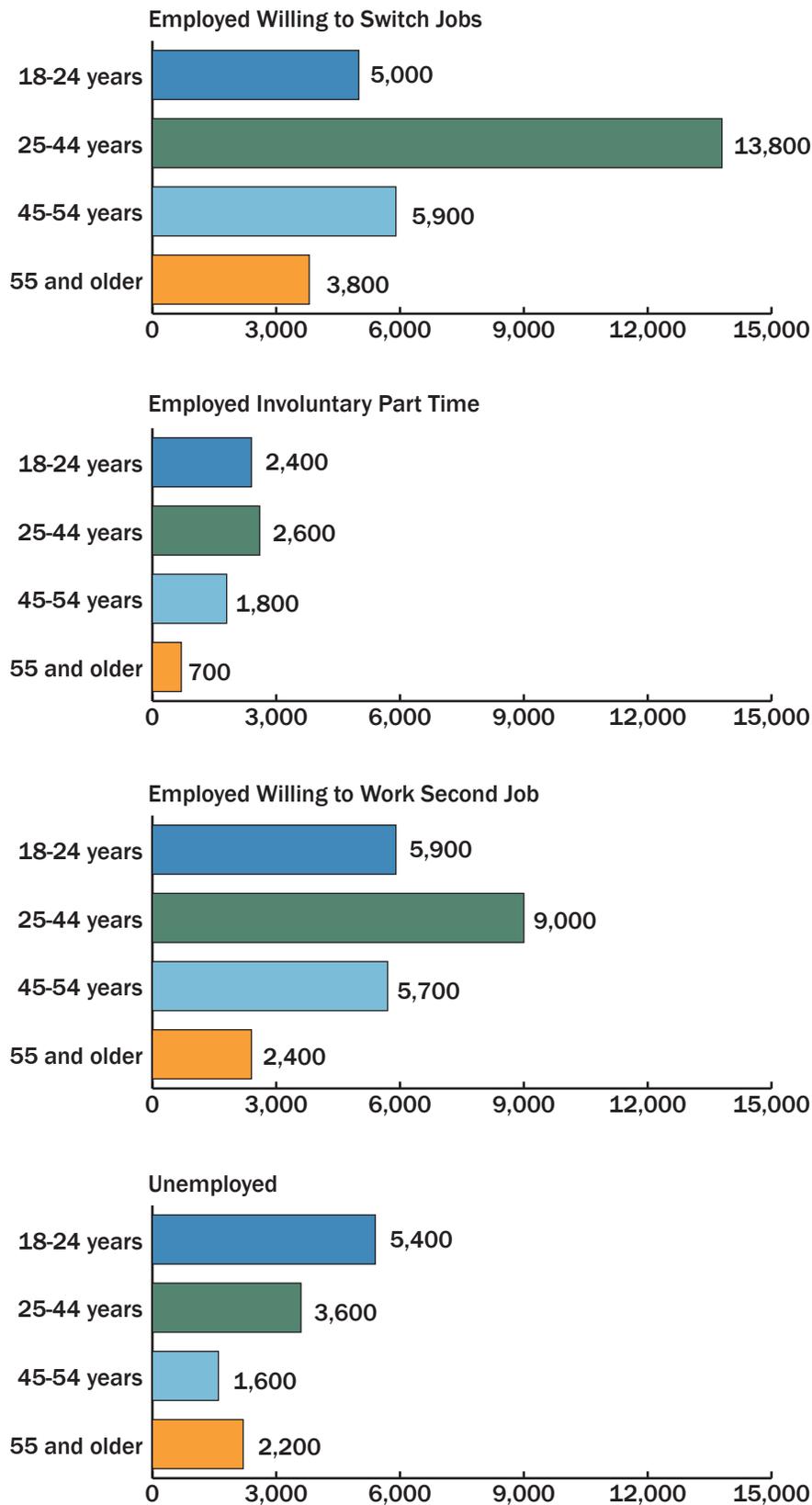
<b>WAGES AND COMMUTING</b>			
<b>LOWEST WAGE ACCEPTABLE</b>	<b>WORKERS</b>	<b>MAXIMUM COMMUTE</b>	<b>WORKERS</b>
Minimum wage	9,300	0-10 miles	18,600
\$6.56-9.99	18,700	11-20 miles	19,800
\$10.00-11.99	14,000	21-30 miles	14,700
\$12.00-17.99	16,500	More than 30 miles	18,700
\$18.00+	13,300		

<b>TRAINING AND INDUSTRY PREFERENCES</b>			
<b>WILLING TO BE TRAINED IN...</b>	<b>WORKERS*</b>	<b>WILLING TO WORK FOR A...</b>	<b>WORKERS*</b>
Information computer technology	34,100	Welding or metal plant	22,500
Health service fields	27,400	Production manufacturing plant	23,100
Trucking and transportation	11,100	Biomanufacturer	14,800
Production and manufacturing	19,900	Customer service call center	17,000
Biomanufacturing	11,600		
Machine trades	24,000		
Construction trades	24,200		
Energy production fields	26,400		
Teaching and education	28,800		

\*Respondents could reply to more than one category.

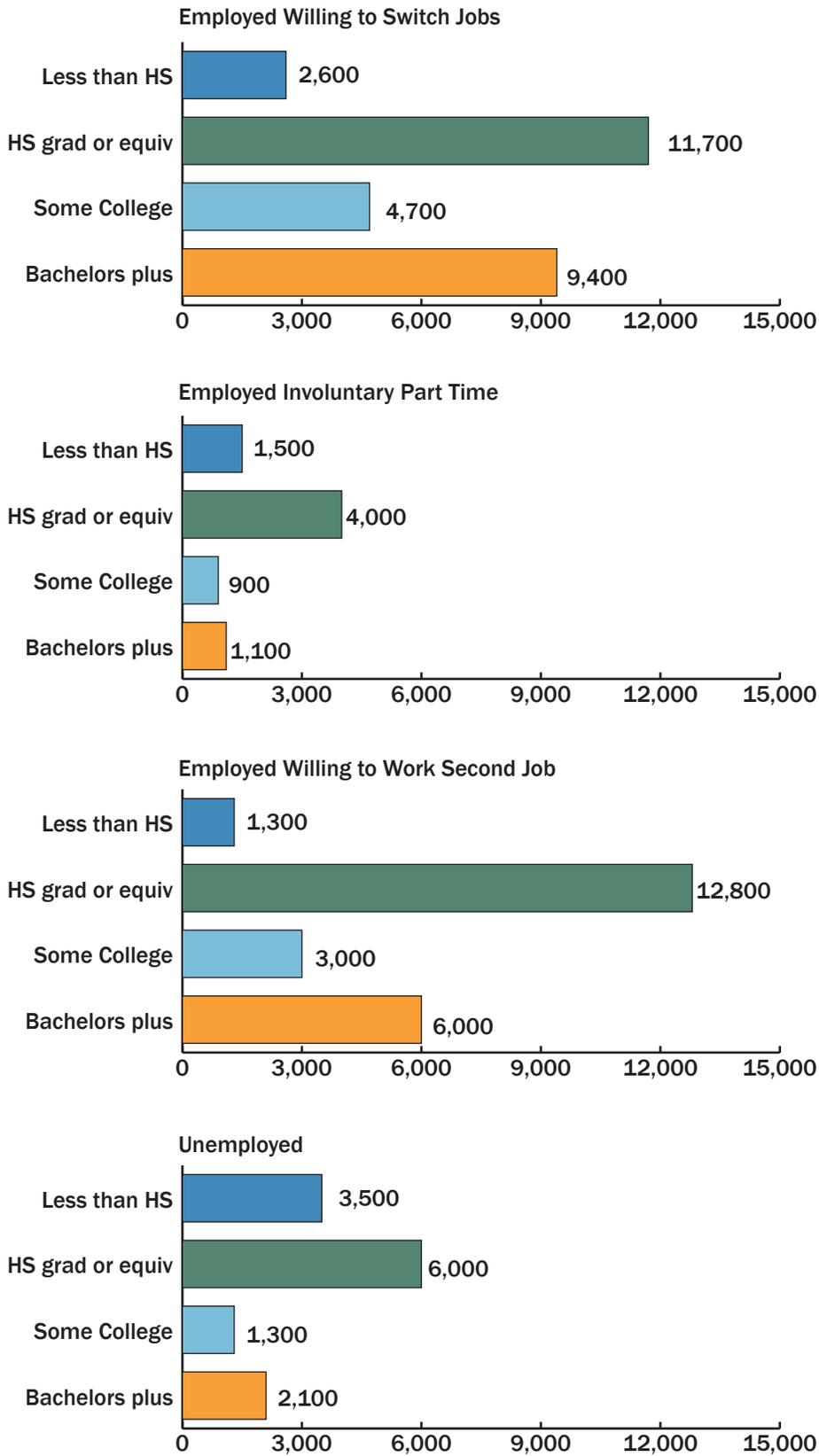
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.1**  
**Available Labor Supply By Age, Region 1, January-September 2008**



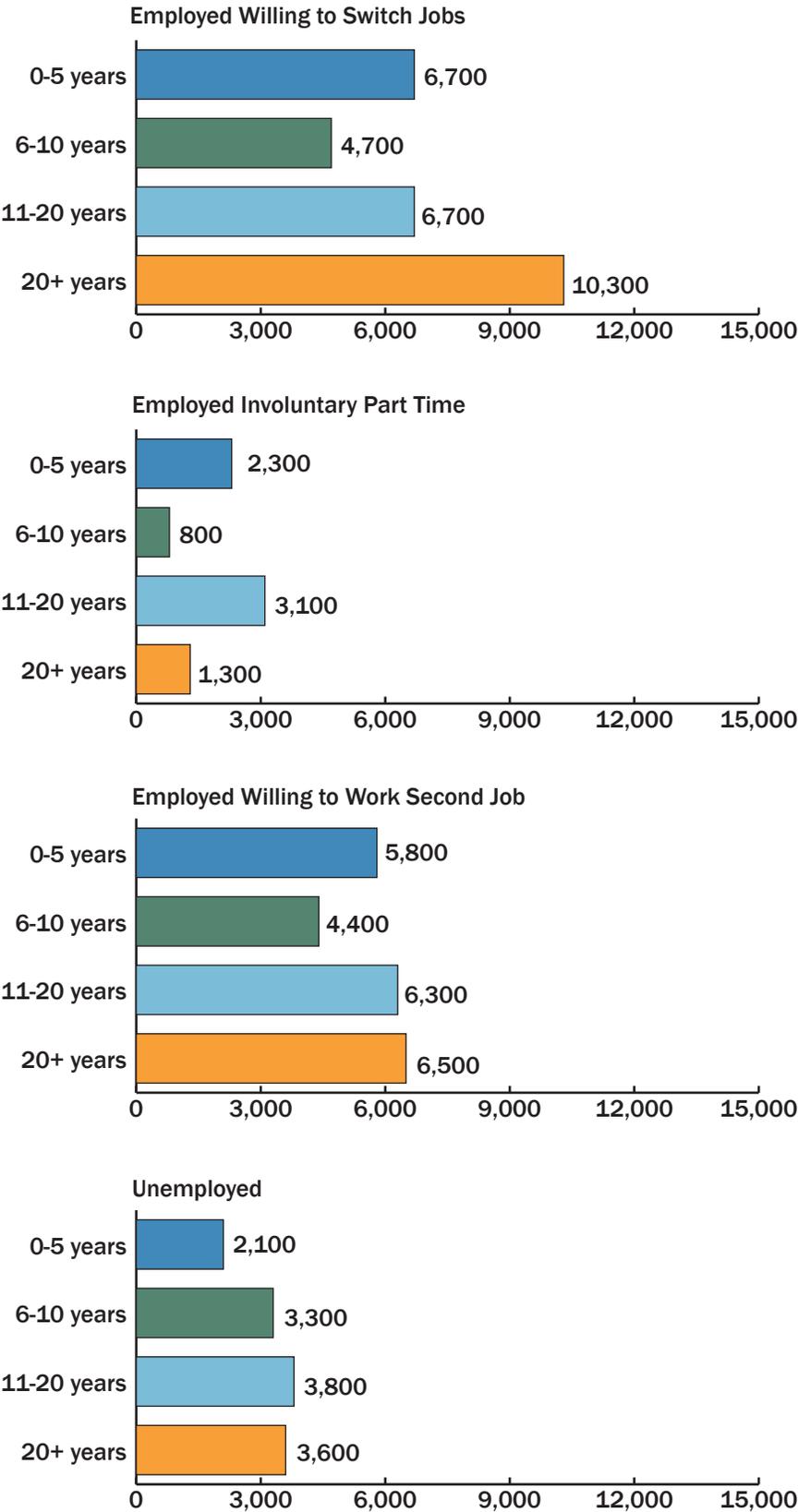
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.2**  
**Available Labor Supply By Educational Status, Region 1, January-September 2008**



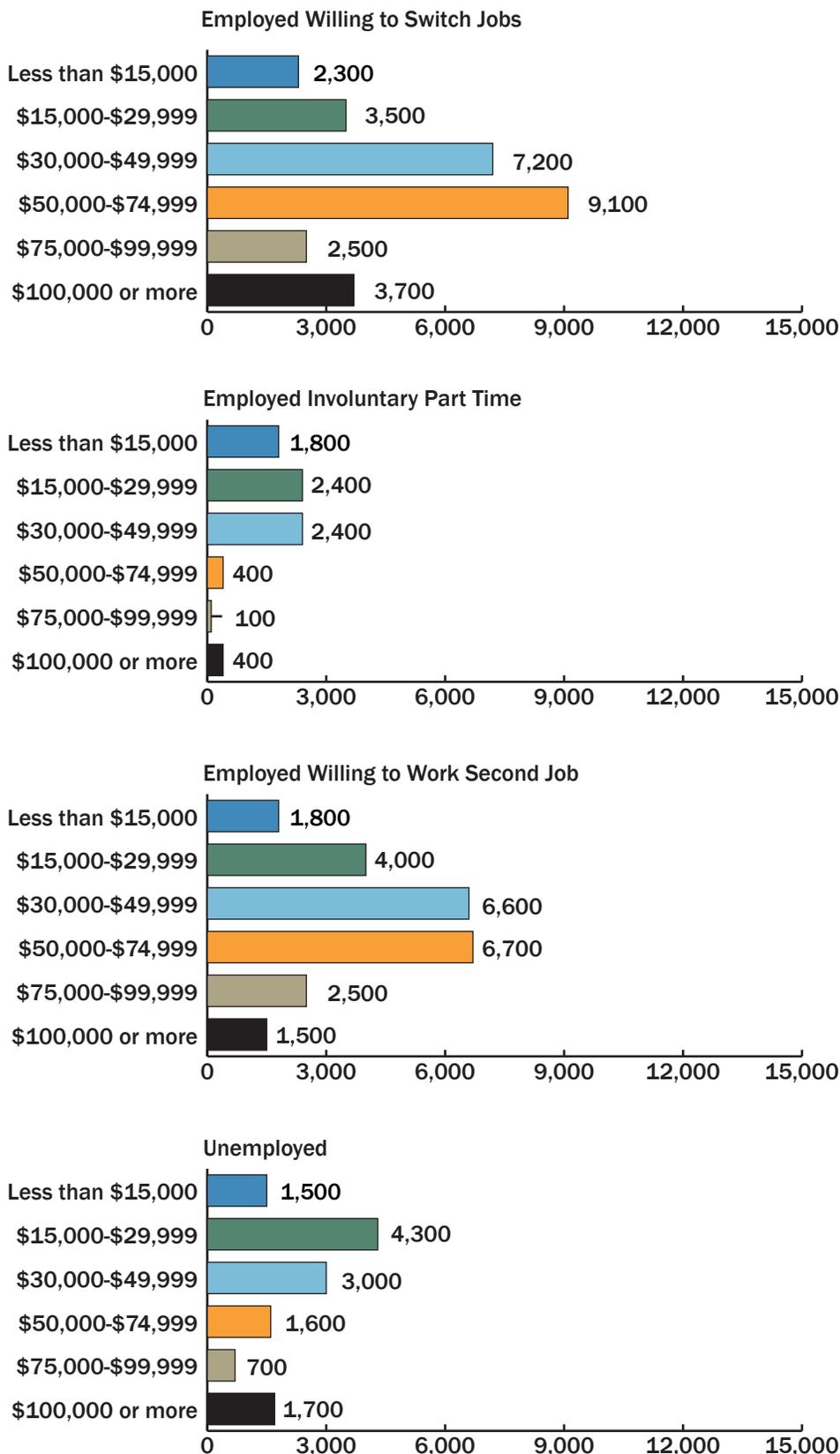
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.3**  
**Available Labor Supply By Length of Residence, Region 1, January-September 2008**

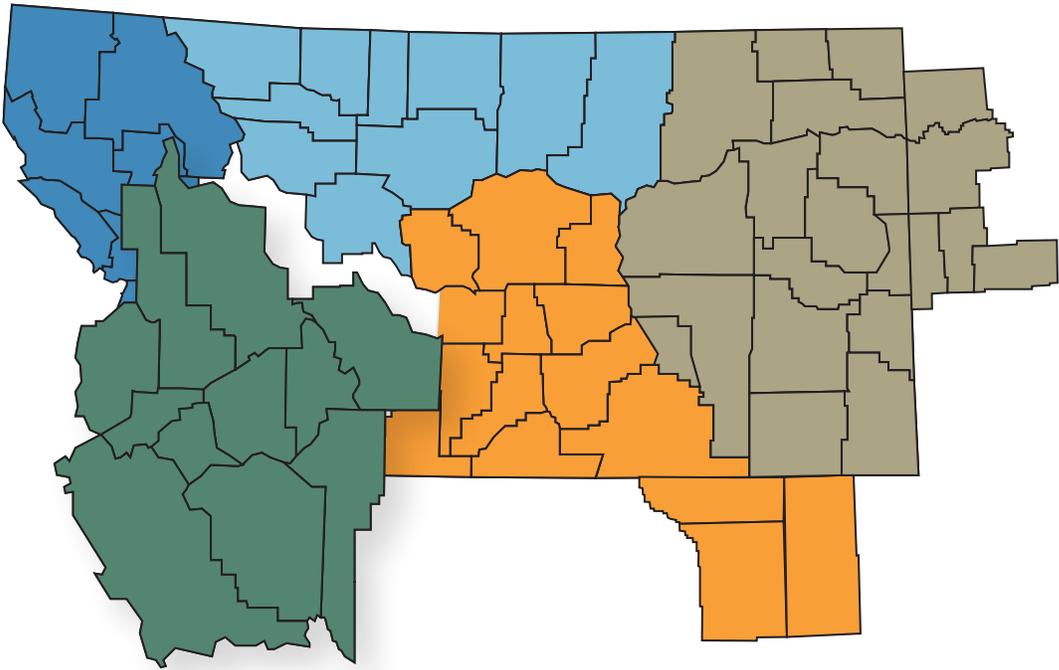


Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.4**  
**Available Labor Supply By Household Income, Region 1, January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.



# Southwest Montana

**Granite, Powell, Lewis and Clark, Meagher, Broadwater, Jefferson, Silver Bow, Deer Lodge, Beaverhead, Madison, and Gallatin Counties**

We estimate the available labor supply in the 11-county southwest region of Montana to be 67,900. Men are slightly more numerous, comprising 53 percent of the total. Of those who reported themselves working, but available for other work opportunities, 60.5 percent said that they worked in an area that was different than what they were trained for. This was a higher percentage than for any region in the state.

The southwest Montana available workforce has a higher proportion of more highly educated workers – 33.4 percent said they had at least a college degree. The fraction of the available workforce without a high school diploma or GED was smaller in southwest Montana than elsewhere in the state. The percentage who said their motivation for changing jobs was improved career advancement opportunity was slightly higher in the region as well.

Southwest Montana has both a high proportion of its adult population in the workforce, and a high proportion of its working population who say that they would entertain new job opportunities. 47 percent of the available workforce said they needed a wage of \$12 per hour or higher to consider switching jobs.

Information and computer technologies, teaching and education, and energy production were the three most commonly selected areas where the available workforce sought further training. 62.4 percent of the available workforce said they would only entertain new job opportunities within a 20 mile commuting radius.

**Table 3.2**  
**Estimated Available Labor Supply,**  
**Region 2, 2008**

**Available Labor Supply = 67,900**

<b>GENERAL CHARACTERISTICS</b>					
<b>GENDER</b>	<b>WORKERS</b>	<b>AGE</b>	<b>WORKERS</b>	<b>EDUCATION</b>	<b>WORKERS</b>
Male	36,100	18-24	19,200	Less than High School	4,100
Female	31,800	25-44	26,200	High School graduate	32,800
		45-54	13,700	Some post high school	8,300
		55+	8,800	College graduate (4yr)	22,700

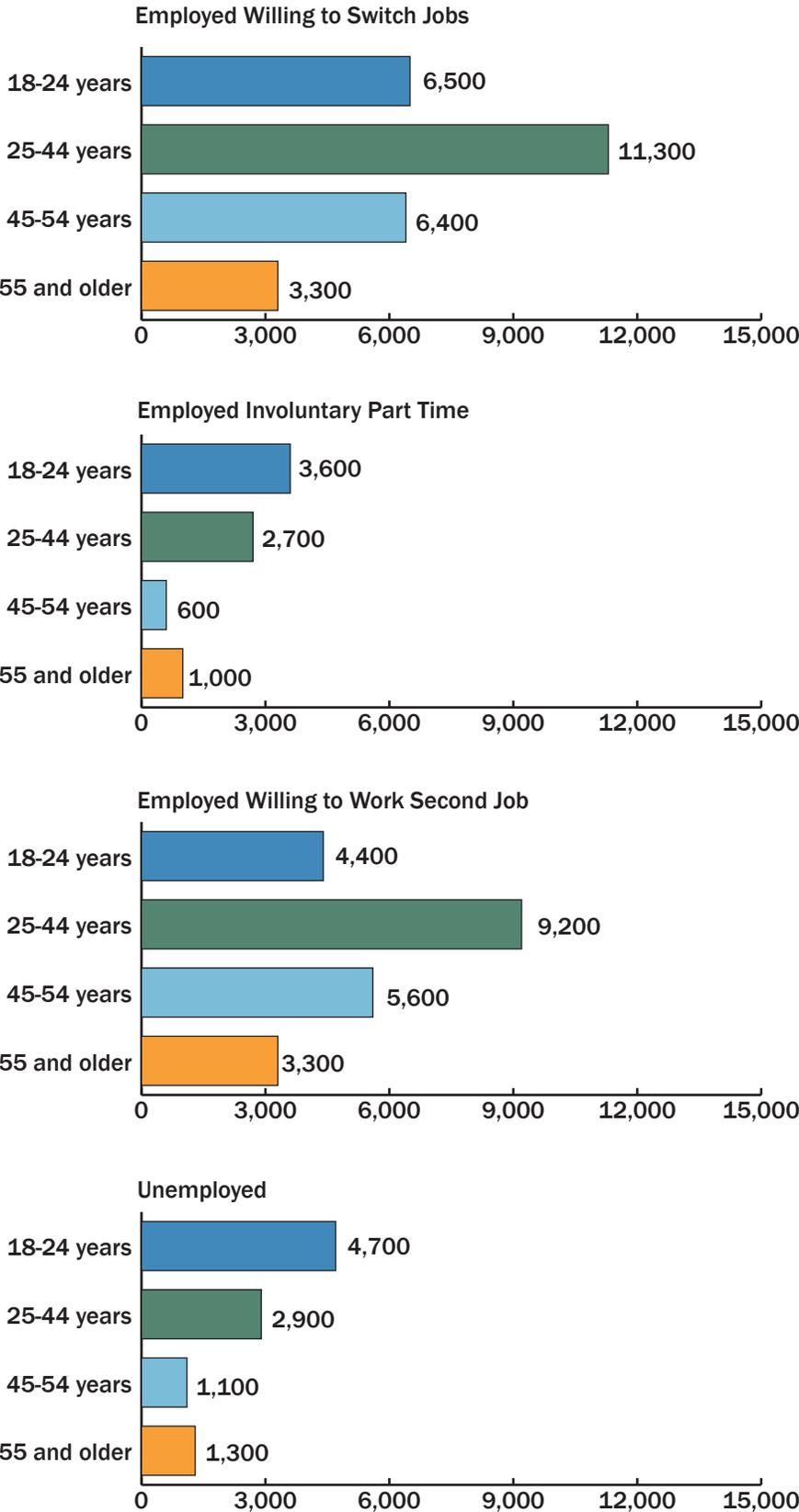
<b>WAGES AND COMMUTING</b>			
<b>LOWEST WAGE ACCEPTABLE</b>	<b>WORKERS</b>	<b>MAXIMUM COMMUTE</b>	<b>WORKERS</b>
Minimum wage	6,400	0-10 miles	23,400
\$6.56-9.99	17,600	11-20 miles	19,000
\$10.00-11.99	12,000	21-30 miles	12,100
\$12.00-17.99	20,000	More than 30 miles	13,400
\$18.00+	11,900		

<b>TRAINING AND INDUSTRY PREFERENCES</b>			
<b>WILLING TO BE TRAINED IN...</b>	<b>WORKERS*</b>	<b>WILLING TO WORK FOR A...</b>	<b>WORKERS*</b>
Information computer technology	30,100	Welding or metal plant	21,700
Health service fields	24,400	Production manufacturing plant	23,500
Trucking and transportation	12,000	Biomanufacturer	16,600
Production and manufacturing	20,600	Customer service call center	17,500
Biomanufacturing	12,000		
Machine trades	21,300		
Construction trades	21,700		
Energy production fields	26,800		
Teaching and education	30,900		

\*Respondents could reply to more than one category.

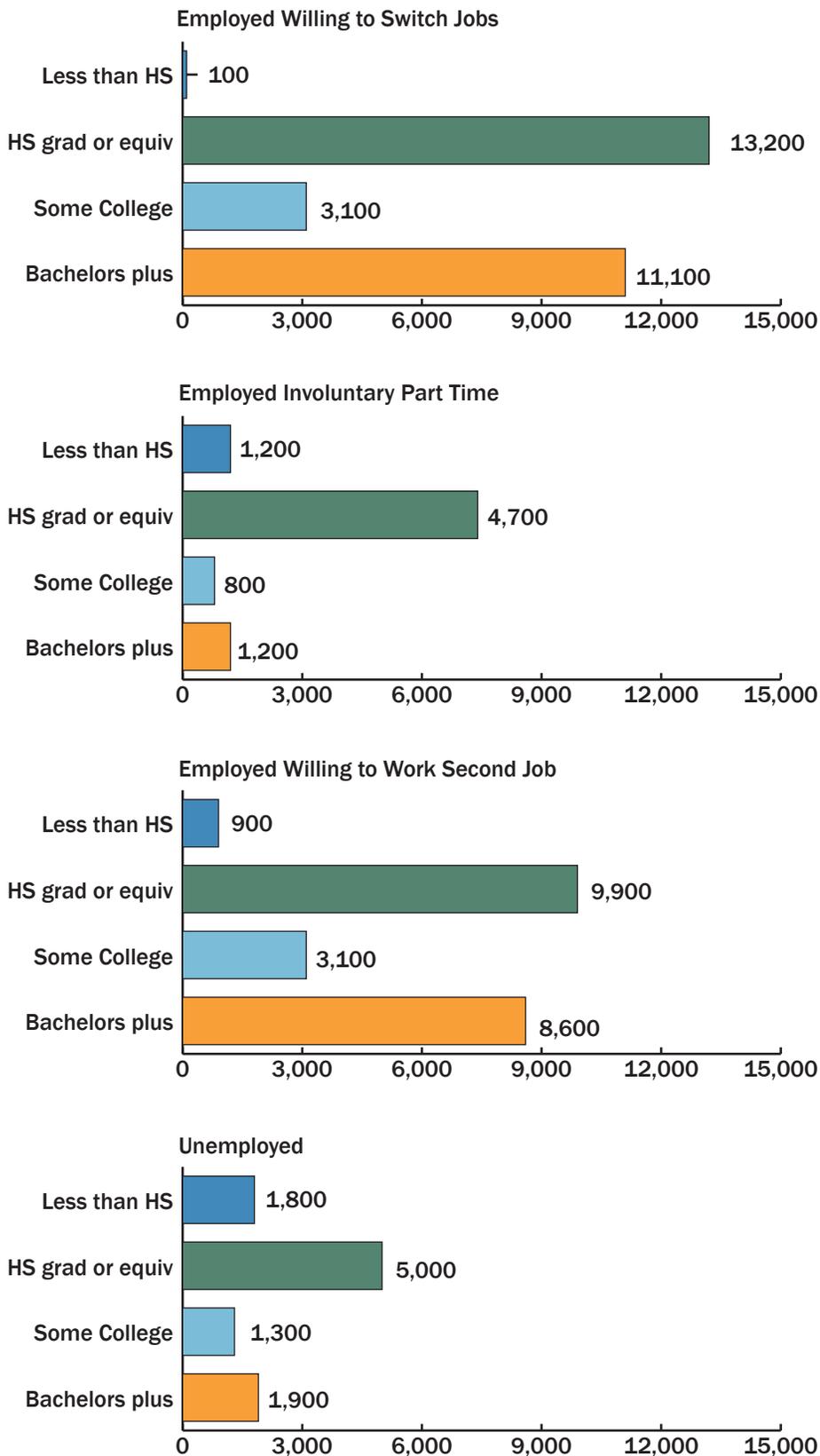
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.5**  
**Available Labor Supply By Age, Region 2, January-September 2008**



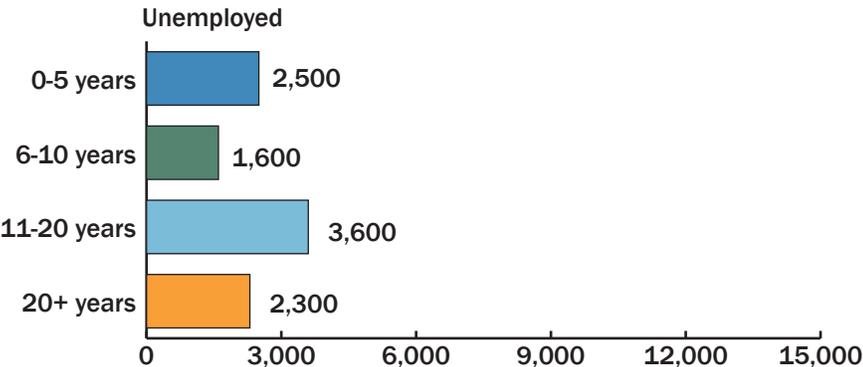
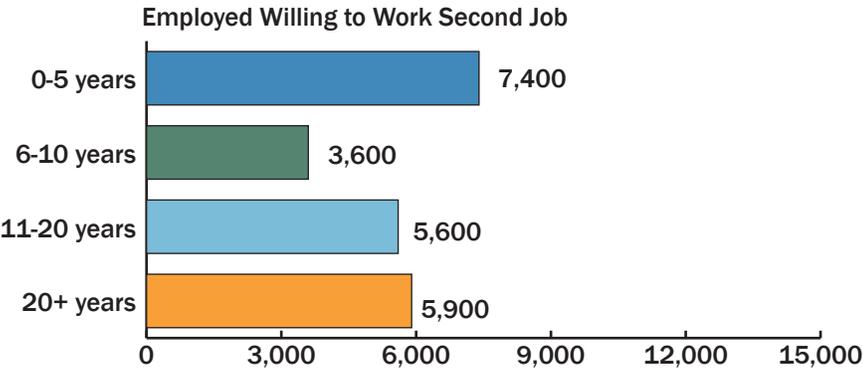
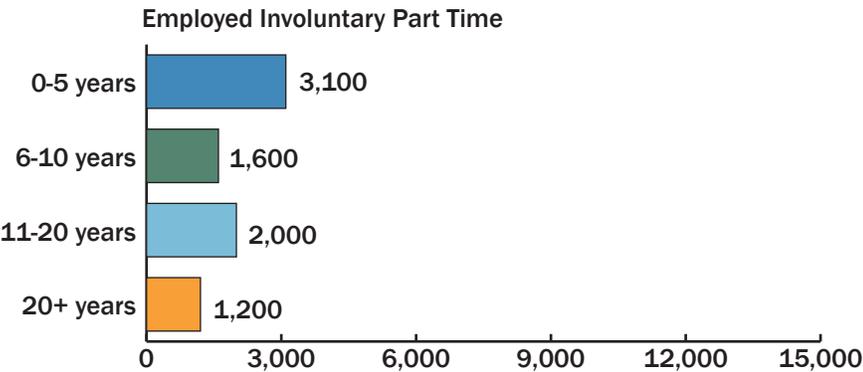
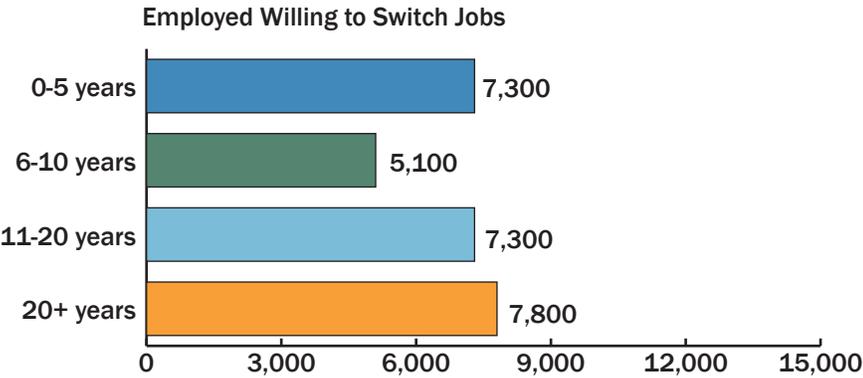
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.6**  
**Available Labor Supply By Educational Status, Region 2, January-September 2008**



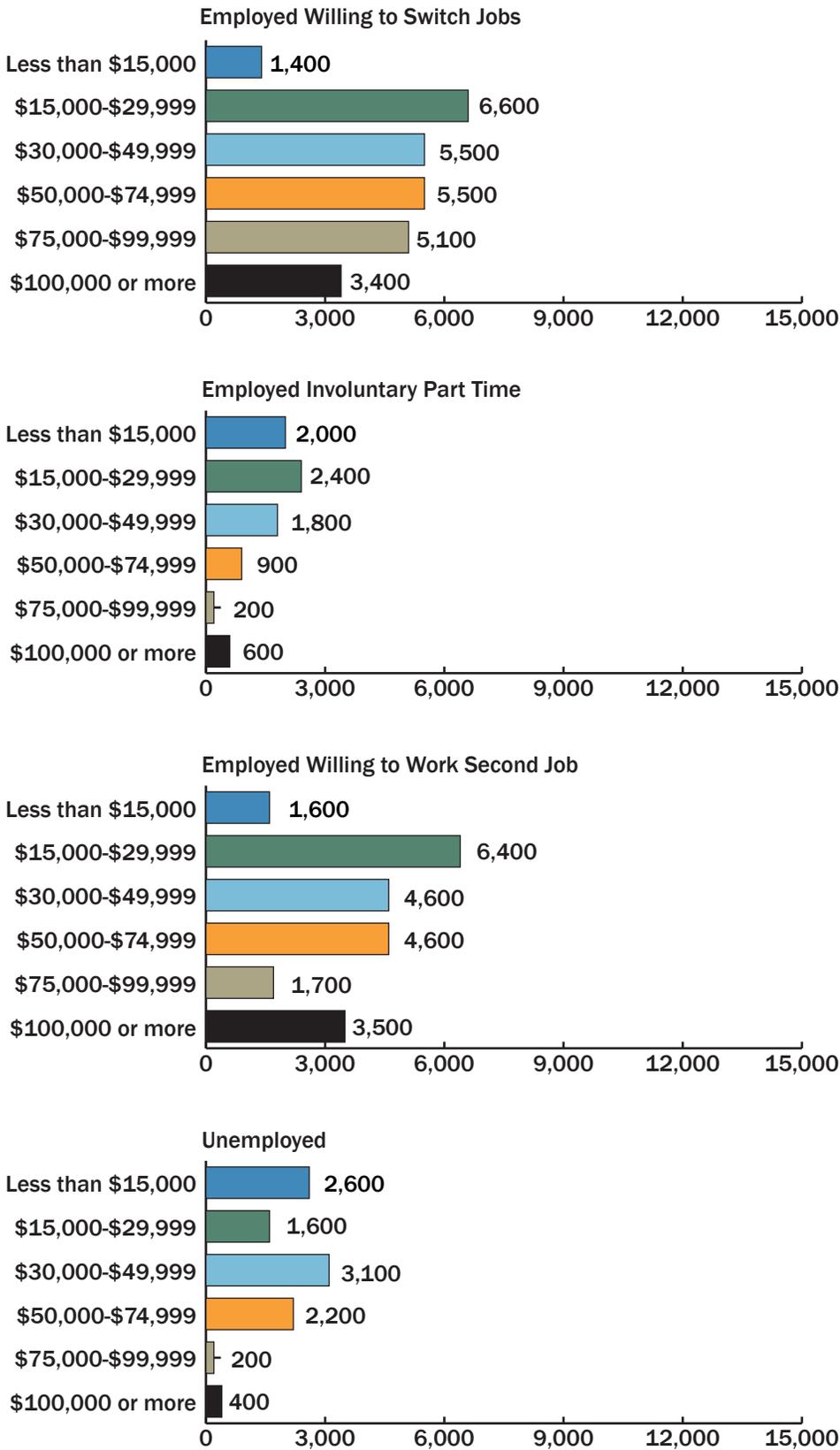
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.7**  
**Available Labor Supply By Length of Residence, Region 2, January-September 2008**

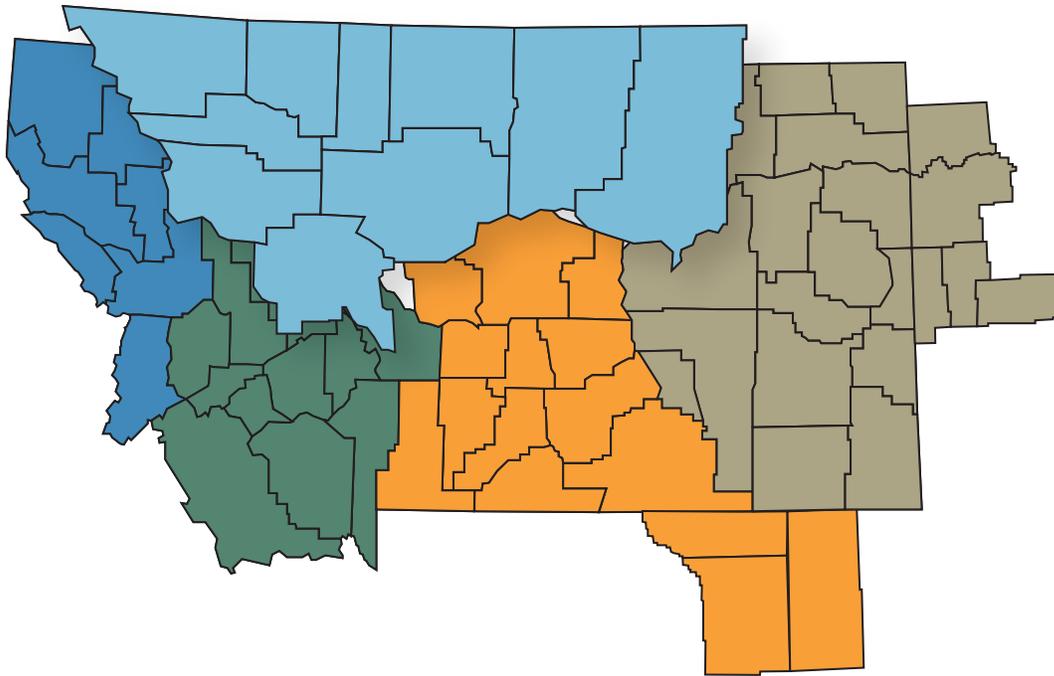


Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.8**  
**Available Labor Supply By Household Income, Region 2, January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.



# North Central Montana

**Glacier, Toole, Liberty, Hill, Blaine, Phillips, Pondera, Teton, Chouteau, and Cascade Counties**

The 10-county north central region of the state is estimated to have an available labor supply of 29,500 workers. This is a little less than half the number of available workers in the western and south central regions of Montana. The available work force is 55 percent female. Almost a quarter of the available workforce in north central Montana consists of younger workers, aged 18-44 years, who are looking for a job in addition to the one they already have.

The available workforce in north central Montana is more dominated by those whose highest educational credential is

a high school diploma or GED (62.5 percent) than the state average (51.9 percent). The proportion of those available for new job opportunities who have a college degree is smaller than the state average.

22 percent of available workers said they would entertain job opportunities paying the state minimum wage, compared to 13.1 percent who answered similarly to the same question across Montana. Two thirds of available workers would consider job opportunities only within a 20 mile commuting distance from their homes.

**Table 3.3**  
**Estimated Available Labor Supply,**  
**Region 3, 2008**

**Available Labor Supply = 29,500**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	13,200	18-24	9,500	Less than High School	3,000
Female	16,300	25-44	10,400	High School graduate	18,400
		45-54	6,100	Some post high school	3,600
		55+	3,500	College graduate (4yr)	4,500

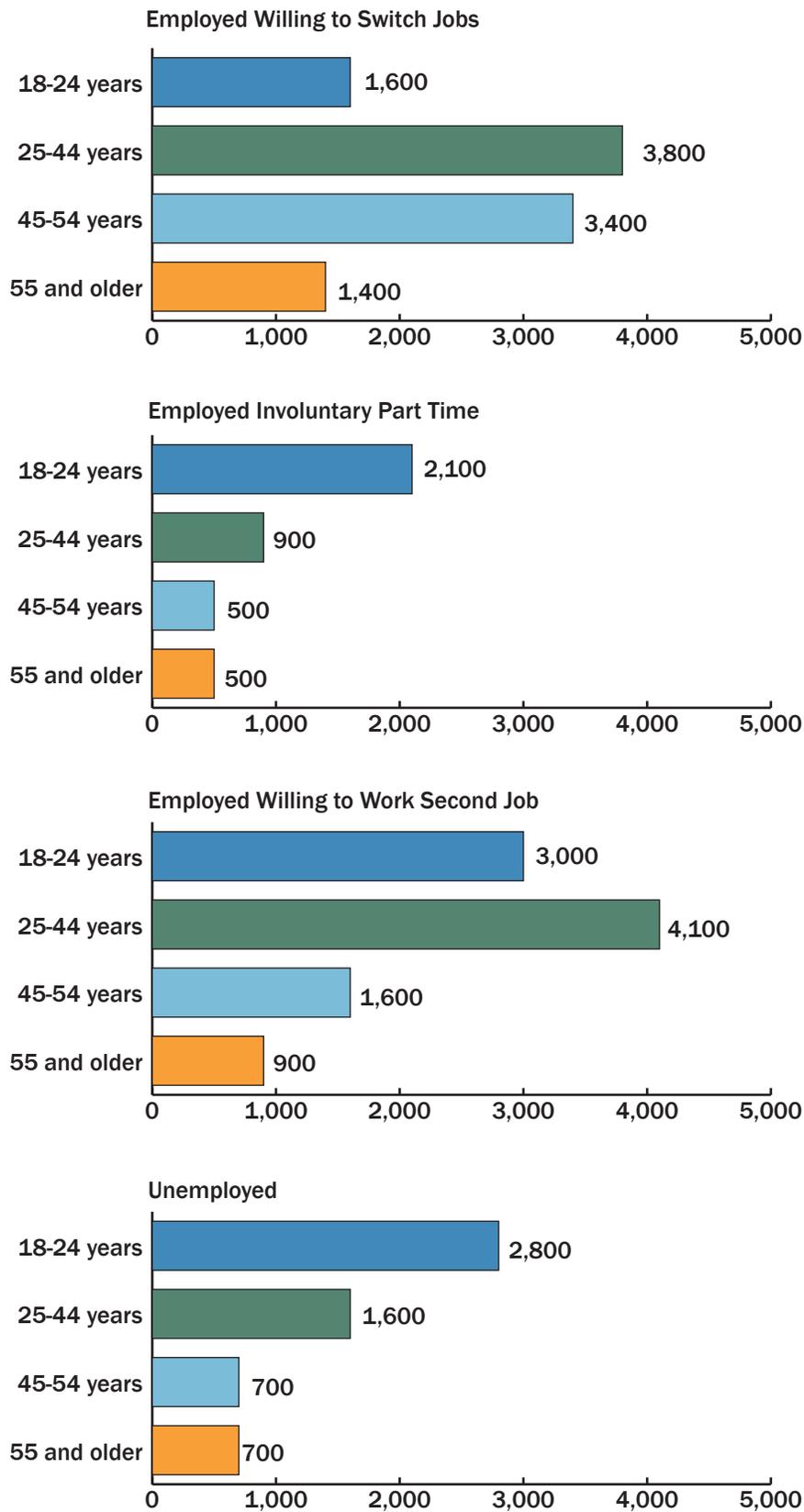
WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	6,500	0-10 miles	10,100
\$6.56-9.99	7,800	11-20 miles	9,600
\$10.00-11.99	5,800	21-30 miles	4,800
\$12.00-17.99	6,100	More than 30 miles	5,000
\$18.00+	3,300		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	16,400	Welding or metal plant	9,800
Health service fields	13,700	Production manufacturing plant	8,300
Trucking and transportation	4,900	Biomanufacturer	4,600
Production and manufacturing	7,900	Customer service call center	10,100
Biomanufacturing	4,100		
Machine trades	8,400		
Construction trades	8,900		
Energy production fields	10,600		
Teaching and education	12,900		

\*Respondents could reply to more than one category.

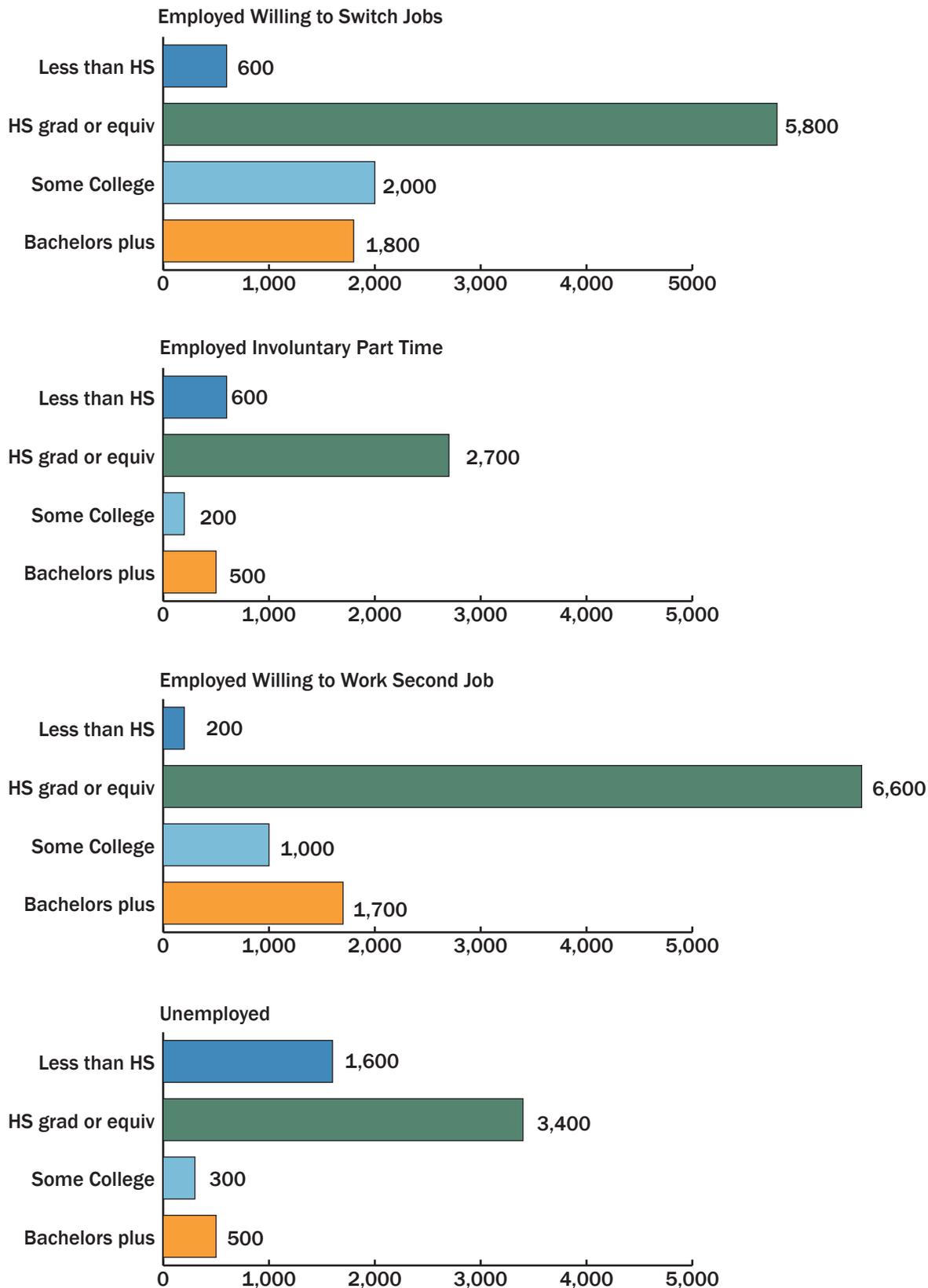
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.9**  
**Available Labor Supply By Age, Region 3, January-September 2008**



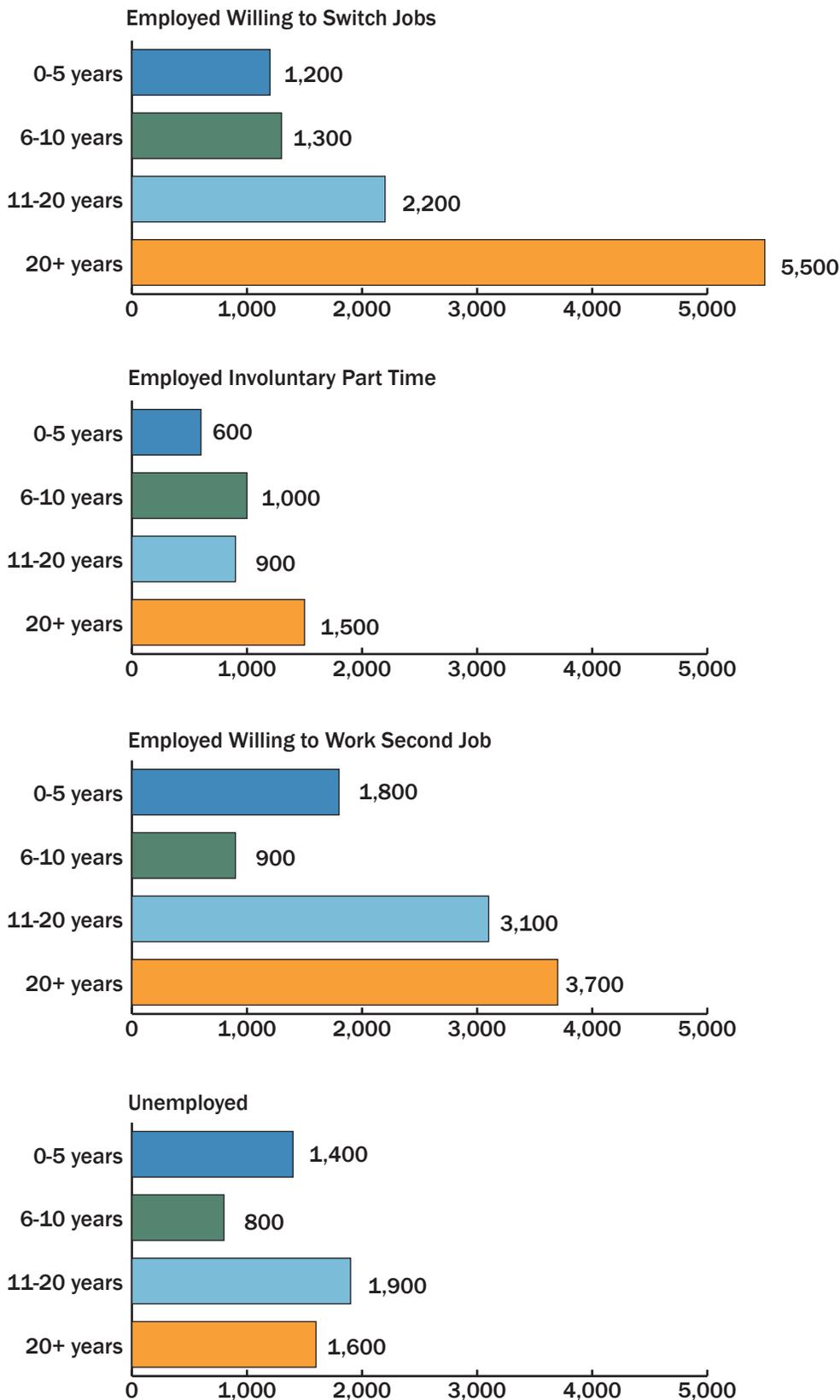
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.10**  
**Available Labor Supply By Educational Status, Region 3, January-September 2008**



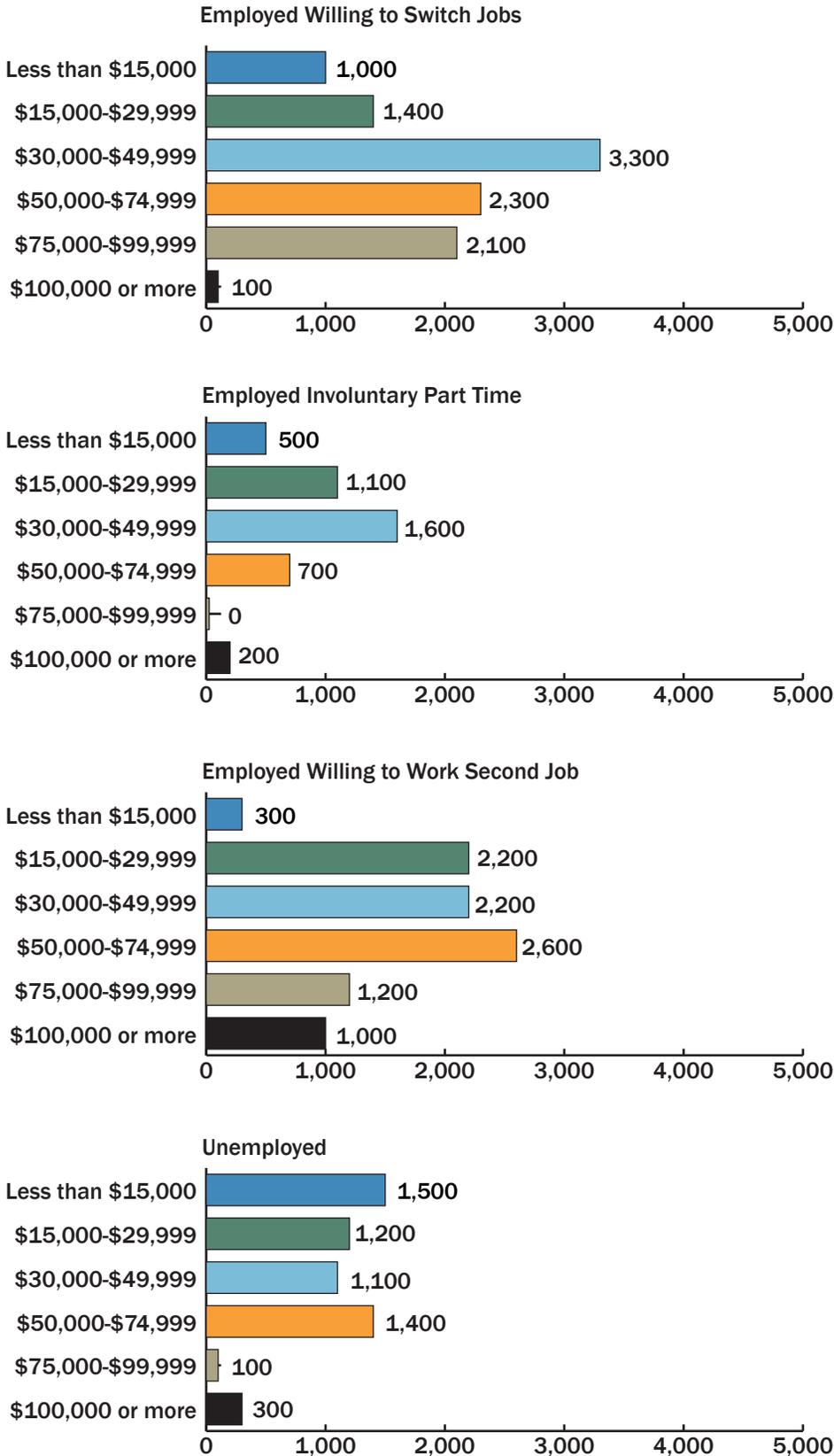
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.11**  
**Available Labor Supply By Length of Residence, Region 3, January-September 2008**

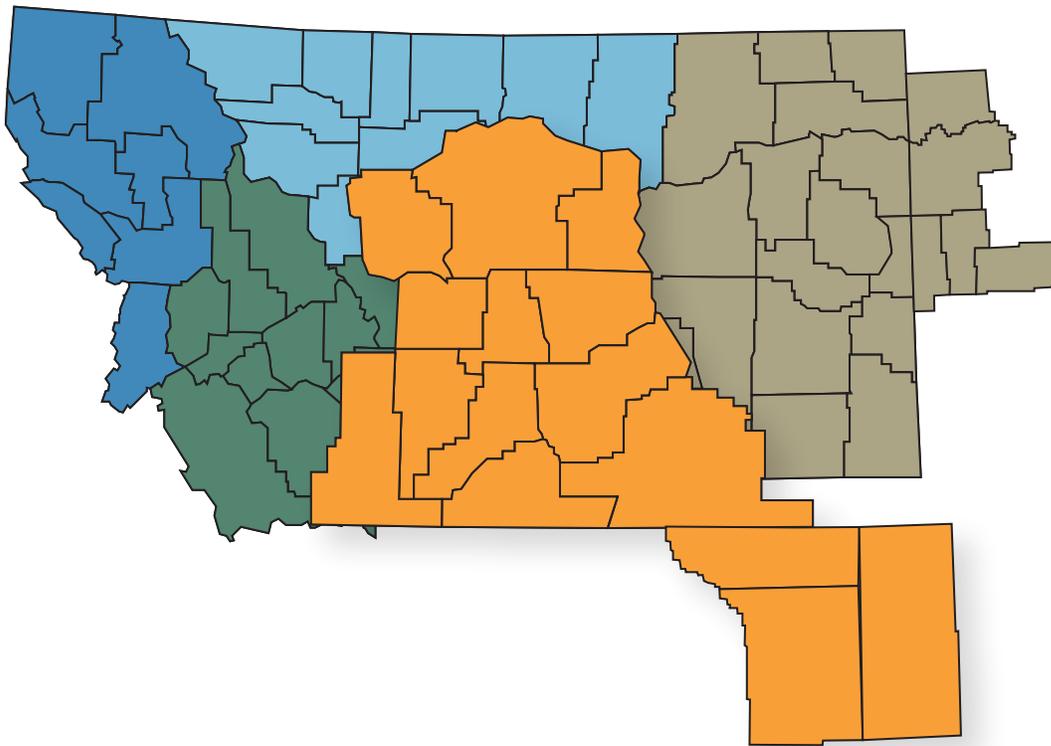


Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.12**  
**Available Labor Supply By Household Income, Region 3, January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.



# South Central Montana and Wyoming

**Judith Basin, Fergus, Petroleum, Wheatland, Golden Valley, Musselshell, Park, Sweet Grass, Stillwater, Carbon, Yellowstone, Bighorn, Sheridan (WY), Johnson (WY), and Cambell (WY) counties**

There are estimated to be 65,100 in the available labor force in the 12 counties of Montana and 3 counties of Wyoming which make up the south central Montana labor market region. 33,800 of available workers, slightly more than half, are male. 46.4 percent of available workers were aged 25-44 years, compared to the 40.3 percent share of workers in the same age group in the statewide available labor pool.

In many other respects, the profile of the available labor force in south central Montana is virtually identical to the state average: 25.3 percent have a college degree (versus the 25.9 percent state average), 62.4 percent restricted their job considerations to a 20 mile commute distance (59.5 percent

for the state), 63 percent said they were working in their chosen fields (62.9 percent for the state), and 87.6 percent said health insurance was very important in determining an attractive job (83.3 percent was the statewide average).

14 percent of the available work force, or 9300 workers, are in households with income greater than \$100,000 per year. The available labor pool is more dominated by longer term residents, with 65 percent having lived in the region 10 years or more. Information and computer technology, energy production, and teaching and education fields were the most frequently mentioned by the available workforce as areas where training was most desirable.

**Table 3.4**  
**Estimated Available Labor Supply,**  
**Region 4, 2008**

**Available Labor Supply = 65,100**

<b>GENERAL CHARACTERISTICS</b>					
<b>GENDER</b>	<b>WORKERS</b>	<b>AGE</b>	<b>WORKERS</b>	<b>EDUCATION</b>	<b>WORKERS</b>
Male	33,800	18-24	13,200	Less than High School	2,500
Female	31,300	25-44	30,200	High School graduate	35,900
		45-54	14,000	Some post high school	10,200
		55+	7,700	College graduate (4yr)	16,500

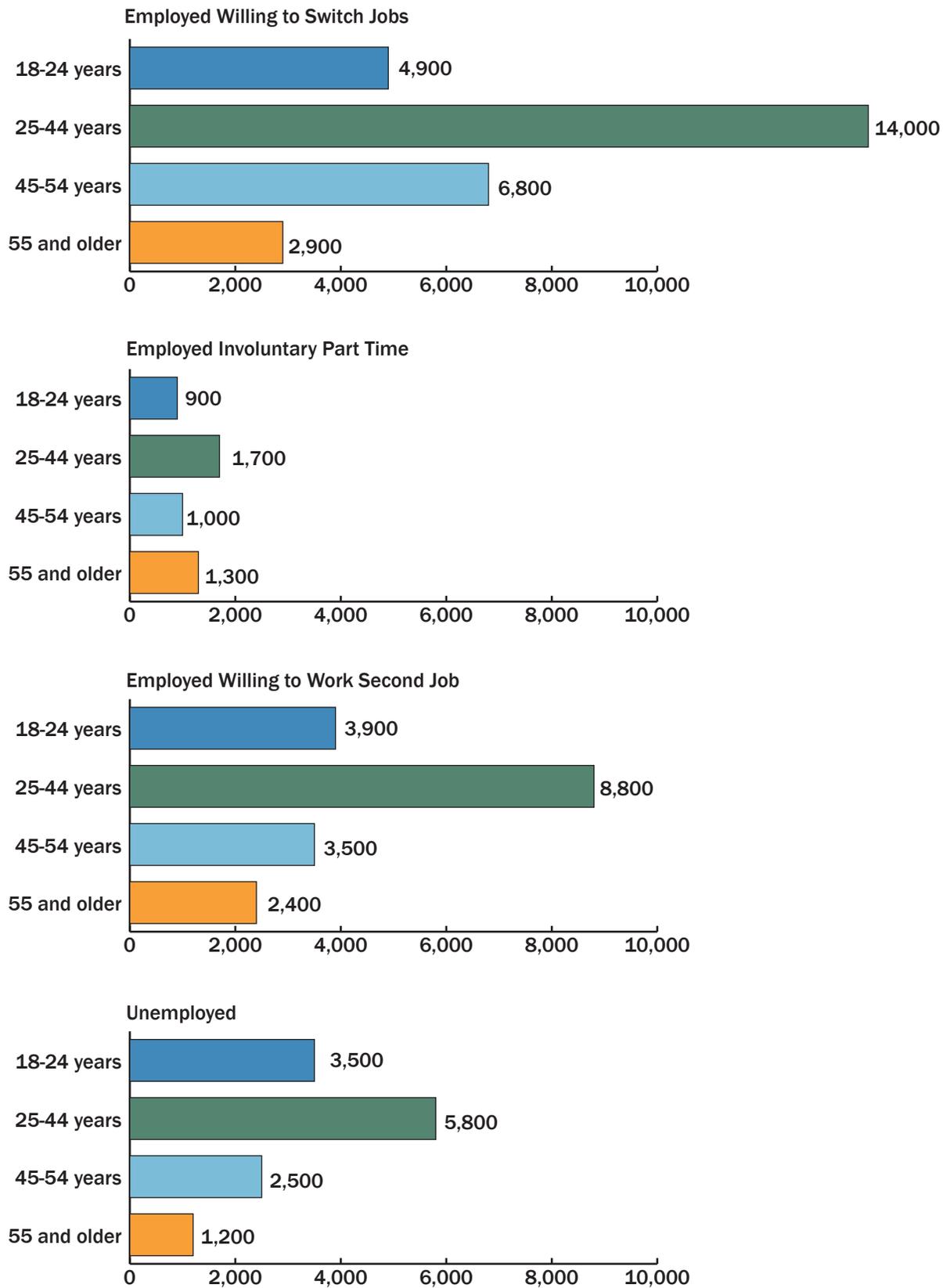
<b>WAGES AND COMMUTING</b>			
<b>LOWEST WAGE ACCEPTABLE</b>	<b>WORKERS</b>	<b>MAXIMUM COMMUTE</b>	<b>WORKERS</b>
Minimum wage	6,900	0-10 miles	20,800
\$6.56-9.99	16,000	11-20 miles	19,800
\$10.00-11.99	12,700	21-30 miles	8,700
\$12.00-17.99	15,200	More than 30 miles	15,800
\$18.00+	14,300		

<b>TRAINING AND INDUSTRY PREFERENCES</b>			
<b>WILLING TO BE TRAINED IN...</b>	<b>WORKERS*</b>	<b>WILLING TO WORK FOR A...</b>	<b>WORKERS*</b>
Information computer technology	31,700	Welding or metal plant	21,800
Health service fields	25,800	Production manufacturing plant	26,900
Trucking and transportation	14,300	Biomanufacturer	16,400
Production and manufacturing	23,500	Customer service call center	17,400
Biomanufacturing	13,700		
Machine trades	23,800		
Construction trades	24,800		
Energy production fields	28,300		
Teaching and education	25,300		

\*Respondents could reply to more than one category.

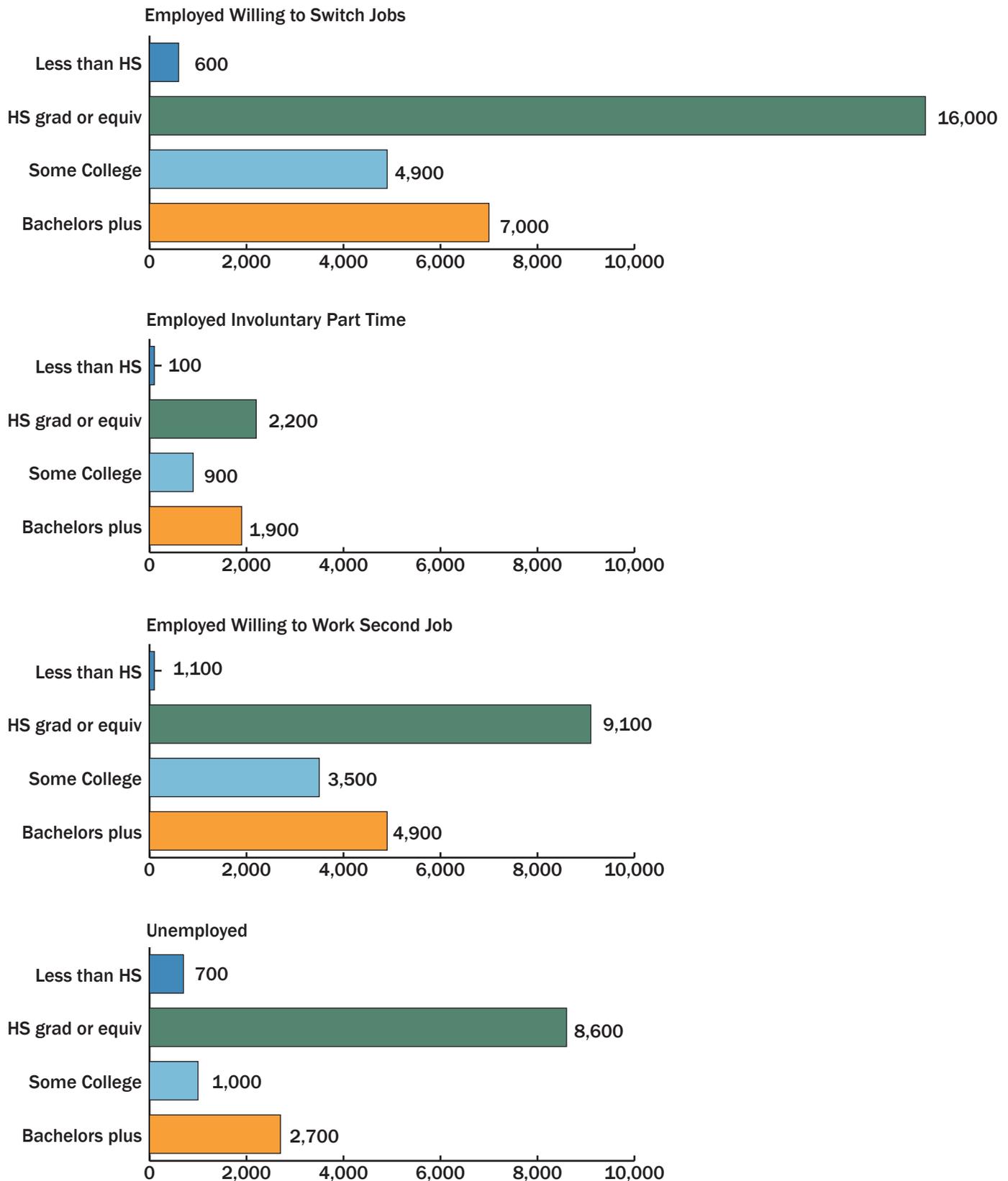
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.13**  
**Available Labor Supply By Age, Region 4, January-September 2008**



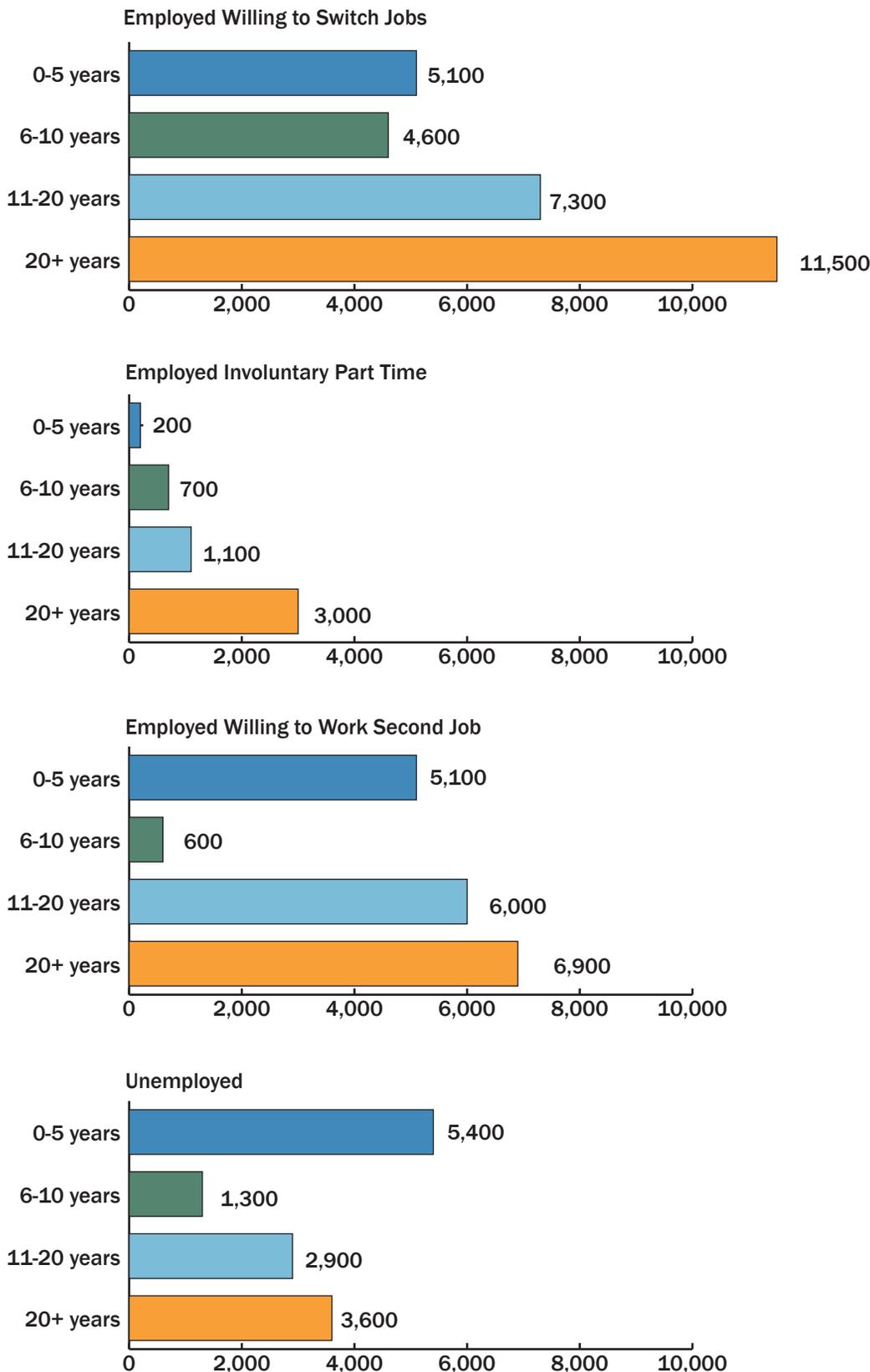
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.14**  
**Available Labor Supply By Educational Status, Region 4, January-September 2008**



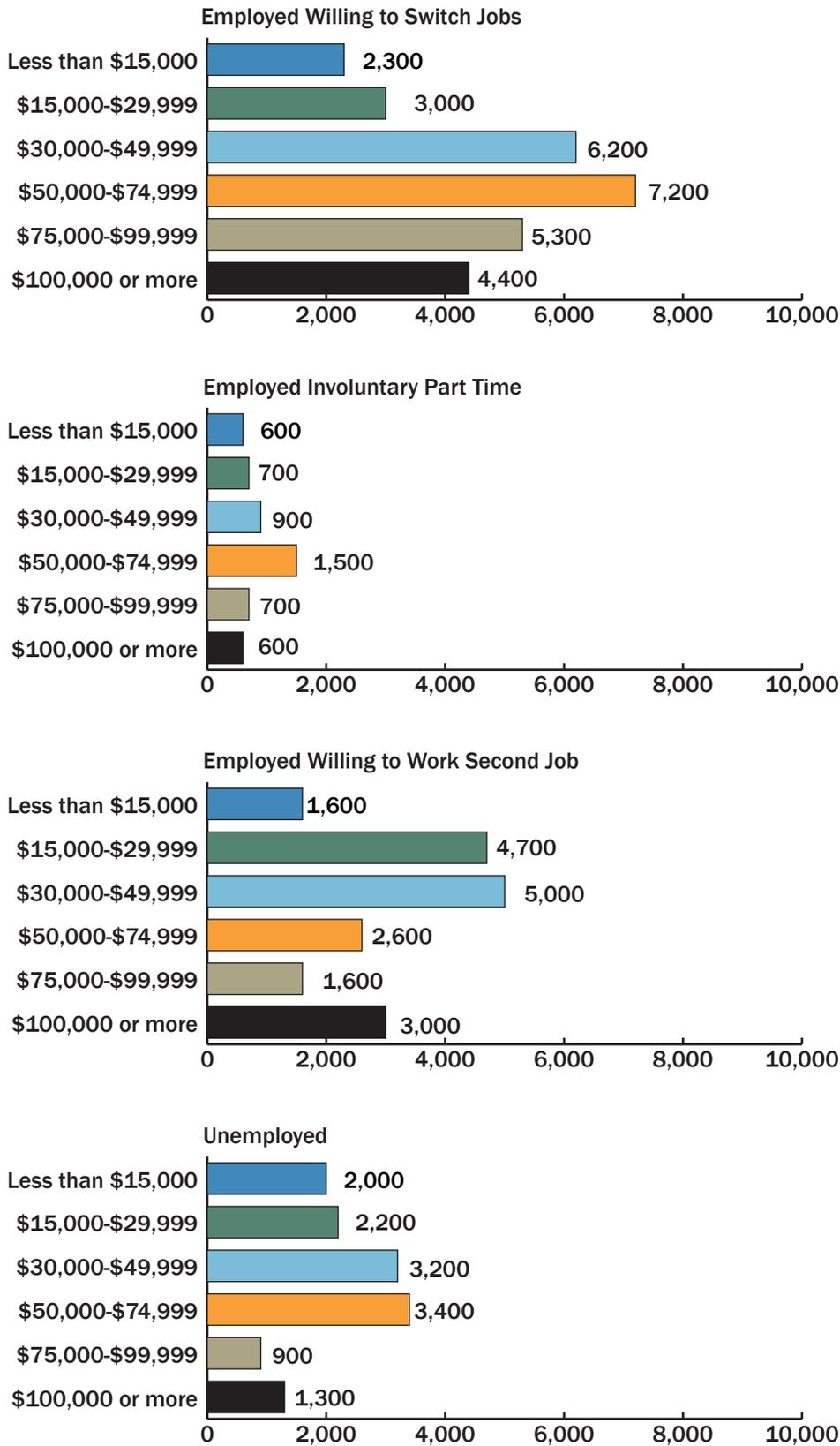
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.15**  
**Available Labor Supply By Length of Residence, Region 4, January-September 2008**

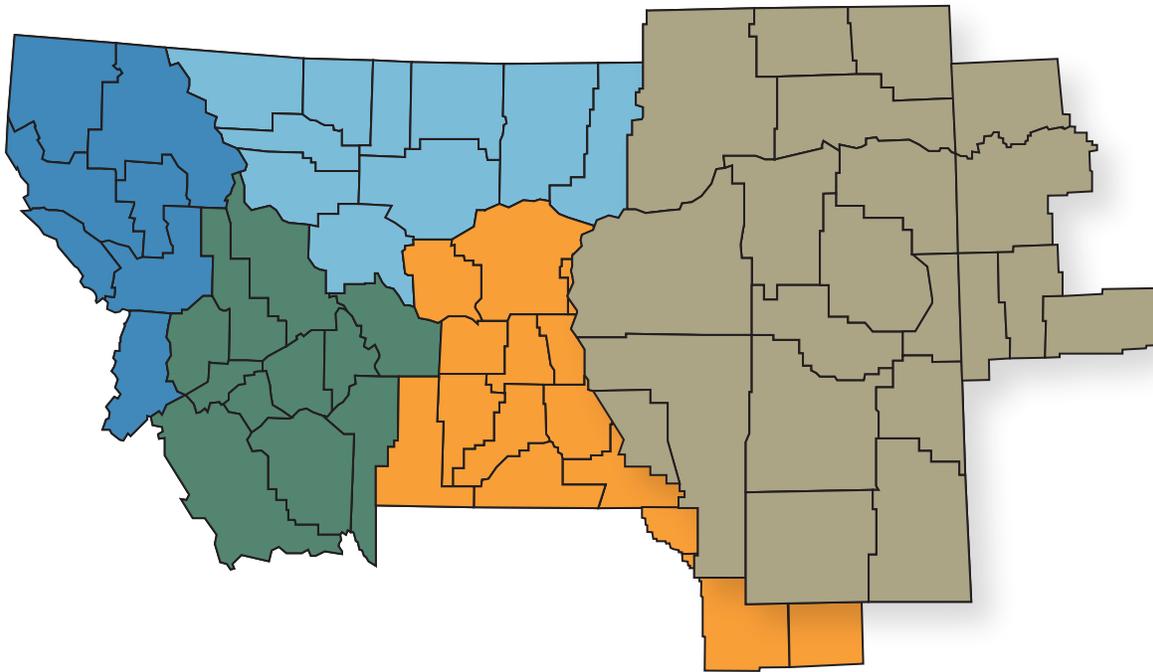


Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.16**  
**Available Labor Supply By Household Income, Region 4, January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.



# Eastern Montana and North Dakota

**Valley, Daniels, Roosevelt, Sheridan, Garfield, McCone, Richland, Dawson, Prairie, Wibaux, Rosebud, Custer, Fallon, Treasure, Powder River, Carter, Williams (ND), Mackensie (ND), Golden Valley (ND), Billings (ND), and Stark (ND) counties**

The eastern Montana labor force region, with 16 Montana and 5 adjoining North Dakota counties, is geographically the largest in the state. The available labor supply in the region is estimated to be 26,600. That number is equally split between females and males. They are dominated by those aged 44 years or younger, although the proportion of available workers aged 55 years and older in eastern Montana (14.4 percent) is slightly higher than the state average (12.6 percent).

The available worker in eastern Montana is slightly more likely to lack a high school degree than the state average (10.1

percent versus 8.1 percent), and less likely to have a college degree. 19.4 percent of available workers in eastern Montana have a college degree compared to 25.9 percent statewide.

A higher proportion of workers interested in new job opportunities said they would commute further than 30 miles (28.8 percent) than any other region of the state. Wage expectations were also comparatively modest, with a higher fraction of prospective workers willing to work for less than \$10 per hour than the state average. 37.2 percent of available workers in eastern Montana had lived in the region for more than 20 years.

**Table 3.5**  
**Estimated Available Labor Supply,**  
**Region 5, 2008**

**Available Labor Supply = 26,600**

<b>GENERAL CHARACTERISTICS</b>					
<b>GENDER</b>	<b>WORKERS</b>	<b>AGE</b>	<b>WORKERS</b>	<b>EDUCATION</b>	<b>WORKERS</b>
Male	13,500	18-24	7,400	Less than High School	2,700
Female	13,100	25-44	9,300	High School graduate	13,900
		45-54	6,100	Some post high school	4,900
		55+	3,800	College graduate (4yr)	5,100

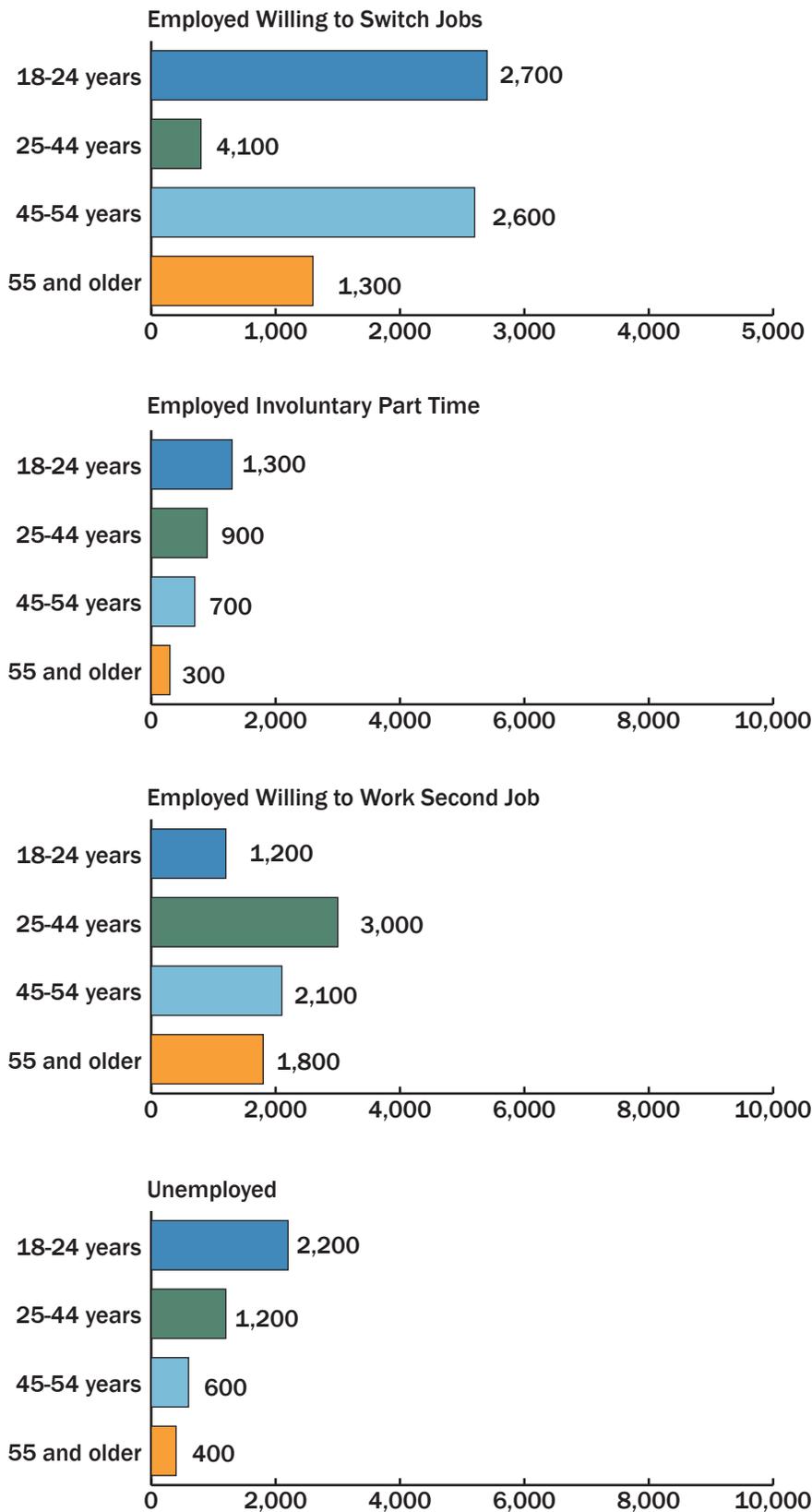
<b>WAGES AND COMMUTING</b>			
<b>LOWEST WAGE ACCEPTABLE</b>	<b>WORKERS</b>	<b>MAXIMUM COMMUTE</b>	<b>WORKERS</b>
Minimum wage	5,100	0-10 miles	8,400
\$6.56-9.99	7,500	11-20 miles	6,100
\$10.00-11.99	4,400	21-30 miles	4,400
\$12.00-17.99	4,700	More than 30 miles	7,700
\$18.00+	4,900		

<b>TRAINING AND INDUSTRY PREFERENCES</b>			
<b>WILLING TO BE TRAINED IN...</b>	<b>WORKERS*</b>	<b>WILLING TO WORK FOR A...</b>	<b>WORKERS*</b>
Information computer technology	13,400	Welding or metal plant	7,700
Health service fields	11,000	Production manufacturing plant	10,300
Trucking and transportation	6,200	Biomanufacturer	6,500
Production and manufacturing	9,700	Customer service call center	8,400
Biomanufacturing	5,400		
Machine trades	7,300		
Construction trades	10,200		
Energy production fields	12,000		
Teaching and education	10,600		

\*Respondents could reply to more than one category.

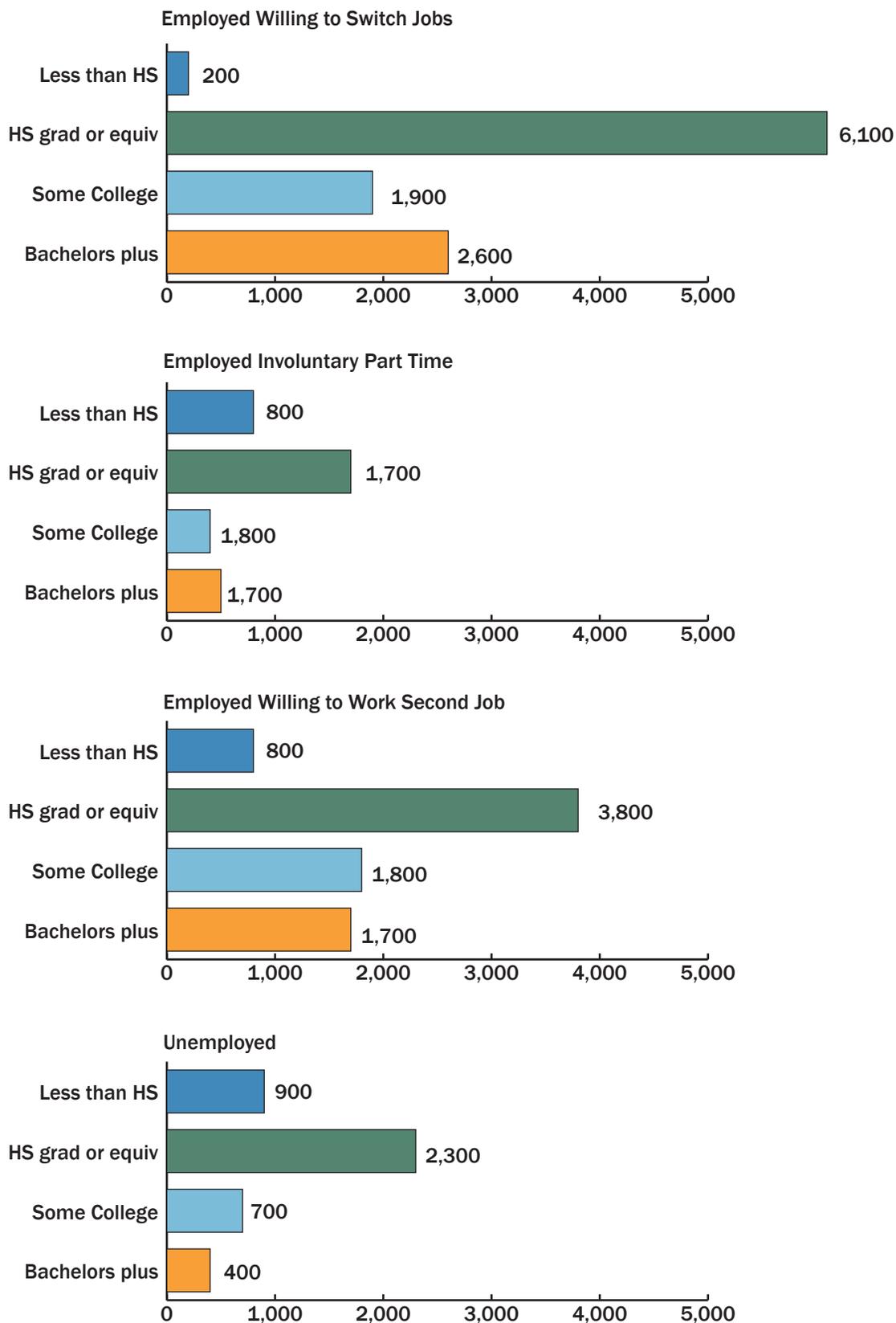
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.17**  
**Available Labor Supply By Age, Region 5, January-September 2008**



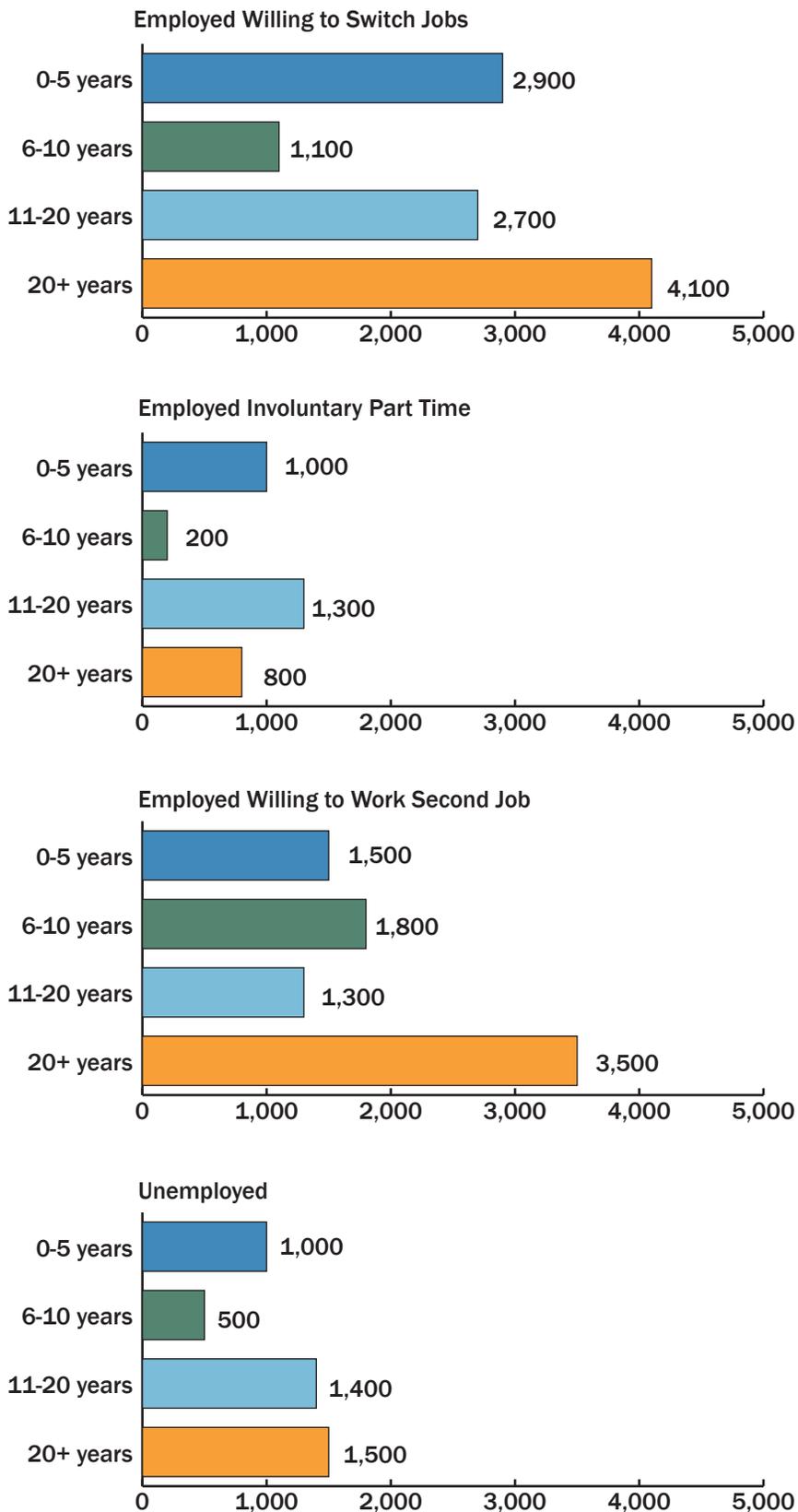
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.18**  
**Available Labor Supply By Educational Status, Region 5, January-September 2008**



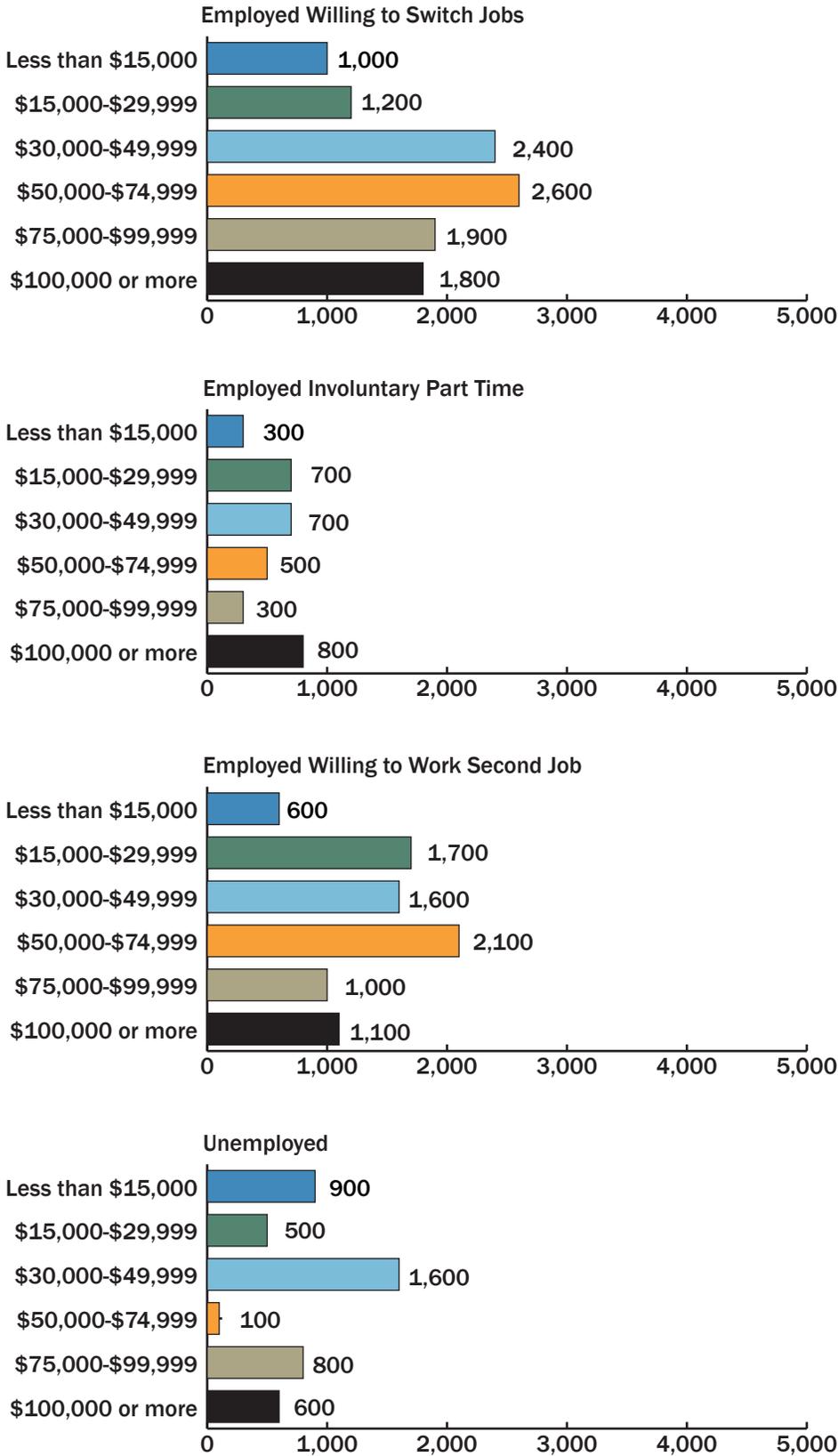
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.19**  
**Available Labor Supply By Length of Residence, Region 5, January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 3.20**  
**Available Labor Supply By Household Income, Region 5, January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.

# American Indian Labor Force

The American Indian labor force can be divided between those who live on one of the seven reservations in Montana, and those who live elsewhere in the state. Due to constraints of small sample size, it was necessary to combine the responses of American Indians residing on the Fort Belknap and Rocky Boys reservations into a single geographic category.

We estimate that the available American Indian workforce in Montana is 20,500. This pool is 55 percent male. About 13,800 of these workers live on one of the state’s seven reservations – the remaining 6,700 live elsewhere in the

state. 12.7 percent of the American Indian labor force were unemployed. 83 percent of those unemployed (defined as not working and either looking or planning to look for work) were aged 44 years or less.

The profiles of the available American Indian labor force for the seven geographic areas available for analysis are presented below. Significant differences exist, both between areas and between American Indian’s and the overall population.

**Table 4.1**  
**Estimated Available Labor Supply,**  
**All American Indians, 2008**

**Available Labor Supply = 20,500**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	11,300	18-24	6,400	Less than High School	2,700
Female	9,200	25-44	10,000	High School graduate	12,700
		45-54	2,900	Some post high school	3,600
		55+	1,200	College graduate (4yr)	1,500

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	4,400	0-10 miles	4,800
\$6.56-9.99	5,900	11-20 miles	5,300
\$10.00-11.99	3,600	21-30 miles	3,500
\$12.00-17.99	4,200	More than 30 miles	6,900
\$18.00+	2,400		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	13,000	Welding or metal plant	7,500
Health service fields	11,000	Production manufacturing plant	8,500
Trucking and transportation	5,900	Biomanufacturer	5,000
Production and manufacturing	6,900	Customer service call center	7,600
Biomanufacturing	3,800		
Machine trades	8,900		
Construction trades	9,100		
Energy production fields	7,200		
Teaching and education	8,100		

\*Respondents could reply to more than one category.

**Table 4.2**  
**Estimated Available American Indian**  
**Labor Supply, Flathead Reservation,**  
**2008**

**Available Labor Supply = 2,600**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	1,400	18-24	1,000	Less than High School	600
Female	1,200	25-44	1,100	High School graduate	1,200
		45-54	400	Some post high school	500
		55+	100	College graduate (4yr)	300

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	700	0-10 miles	400
\$6.56-9.99	800	11-20 miles	900
\$10.00-11.99	400	21-30 miles	400
\$12.00-17.99	500	More than 30 miles	900
\$18.00+	200		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	1,500	Welding or metal plant	1,100
Health service fields	1,300	Production manufacturing plant	1,100
Trucking and transportation	900	Biomanufacturer	800
Production and manufacturing	800	Customer service call center	700
Biomanufacturing	700		
Machine trades	1,300		
Construction trades	1,500		
Energy production fields	1,200		
Teaching and education	1,100		

\*Respondents could reply to more than one category.

Source: Bureau of Business and Economic Research, The University of Montana.

**Table 4.3**  
**Estimated Available American Indian**  
**Labor Supply, Crow Reservation, 2008**

**Available Labor Supply = 2,300**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	1,200	18-24	700	Less than High School	200
Female	1,100	25-44	1,100	High School graduate	1,600
		45-54	300	Some post high school	300
		55+	200	College graduate (4yr)	200

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	600	0-10 miles	400
\$6.56-9.99	900	11-20 miles	500
\$10.00-11.99	300	21-30 miles	400
\$12.00-17.99	200	More than 30 miles	1,000
\$18.00+	300		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	1,600	Welding or metal plant	800
Health service fields	1,100	Production manufacturing plant	800
Trucking and transportation	700	Biomanufacturer	300
Production and manufacturing	900	Customer service call center	900
Biomanufacturing	500		
Machine trades	900		
Construction trades	1,200		
Energy production fields	900		
Teaching and education	1,100		

\*Respondents could reply to more than one category.

Source: Bureau of Business and Economic Research, The University of Montana.

**Table 4.4**  
**Estimated Available American Indian**  
**Labor Supply, Northern Cheyenne**  
**Reservation, 2008**

**Available Labor Supply = 1,700**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	1,100	18-24	500	Less than High School	200
Female	600	25-44	800	High School graduate	1,100
		45-54	300	Some post high school	300
		55+	100	College graduate (4yr)	200

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	400	0-10 miles	300
\$6.56-9.99	600	11-20 miles	500
\$10.00-11.99	300	21-30 miles	200
\$12.00-17.99	300	More than 30 miles	700
\$18.00+	100		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	1,200	Welding or metal plant	700
Health service fields	1,100	Production manufacturing plant	800
Trucking and transportation	700	Biomanufacturer	500
Production and manufacturing	900	Customer service call center	500
Biomanufacturing	600		
Machine trades	900		
Construction trades	1,000		
Energy production fields	900		
Teaching and education	700		

\*Respondents could reply to more than one category.

Source: Bureau of Business and Economic Research, The University of Montana.

**Table 4.5**  
**Estimated Available American Indian**  
**Labor Supply, Fort Peck Reservation,**  
**2008**

**Available Labor Supply = 2,400**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	1,100	18-24	600	Less than High School	400
Female	1,300	25-44	1,300	High School graduate	1,200
		45-54	300	Some post high school	400
		55+	200	College graduate (4yr)	400

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	900	0-10 miles	600
\$6.56-9.99	500	11-20 miles	700
\$10.00-11.99	500	21-30 miles	300
\$12.00-17.99	300	More than 30 miles	800
\$18.00+	200		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	1,500	Welding or metal plant	800
Health service fields	1,000	Production manufacturing plant	800
Trucking and transportation	800	Biomanufacturer	500
Production and manufacturing	500	Customer service call center	900
Biomanufacturing	300		
Machine trades	800		
Construction trades	900		
Energy production fields	600		
Teaching and education	1,000		

\*Respondents could reply to more than one category.

Source: Bureau of Business and Economic Research, The University of Montana.

**Table 4.6**  
**Estimated Available American Indian**  
**Labor Supply, Blackfeet Reservation,**  
**2008**

**Available Labor Supply = 2,900**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	1,100	18-24	1,000	Less than High School	600
Female	1,800	25-44	1,500	High School graduate	1,800
		45-54	300	Some post high school	300
		55+	100	College graduate (4yr)	100

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	1,000	0-10 miles	800
\$6.56-9.99	1,000	11-20 miles	600
\$10.00-11.99	500	21-30 miles	800
\$12.00-17.99	300	More than 30 miles	700
\$18.00+	100		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	2,000	Welding or metal plant	1,000
Health service fields	1,900	Production manufacturing plant	900
Trucking and transportation	600	Biomanufacturer	600
Production and manufacturing	800	Customer service call center	1,300
Biomanufacturing	400		
Machine trades	800		
Construction trades	1,300		
Energy production fields	1,200		
Teaching and education	1,500		

\*Respondents could reply to more than one category.

Source: Bureau of Business and Economic Research, The University of Montana.

**Table 4.7**  
**Estimated Available American Indian**  
**Labor Supply, Fort Belknap & Rocky**  
**Boys Reservation, 2008**

**Available Labor Supply = 1,900**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	1,100	18-24	500	Less than High School	400
Female	800	25-44	1,100	High School graduate	1,000
		45-54	200	Some post high school	300
		55+	100	College graduate (4yr)	200

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	400	0-10 miles	600
\$6.56-9.99	300	11-20 miles	200
\$10.00-11.99	500	21-30 miles	400
\$12.00-17.99	500	More than 30 miles	700
\$18.00+	200		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	1,200	Welding or metal plant	700
Health service fields	1,200	Production manufacturing plant	800
Trucking and transportation	600	Biomanufacturer	300
Production and manufacturing	600	Customer service call center	500
Biomanufacturing	200		
Machine trades	600		
Construction trades	700		
Energy production fields	500		
Teaching and education	700		

\*Respondents could reply to more than one category.

Source: Bureau of Business and Economic Research, The University of Montana.

**Table 4.8**  
**Estimated Available American Indian**  
**Labor Supply, All Other Areas, 2008**

**Available Labor Supply = 6,700**

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	4,300	18-24	2,100	Less than High School	300
Female	2,400	25-44	3,100	High School graduate	4,700
		45-54	1,100	Some post high school	1,600
		55+	400	College graduate (4yr)	100

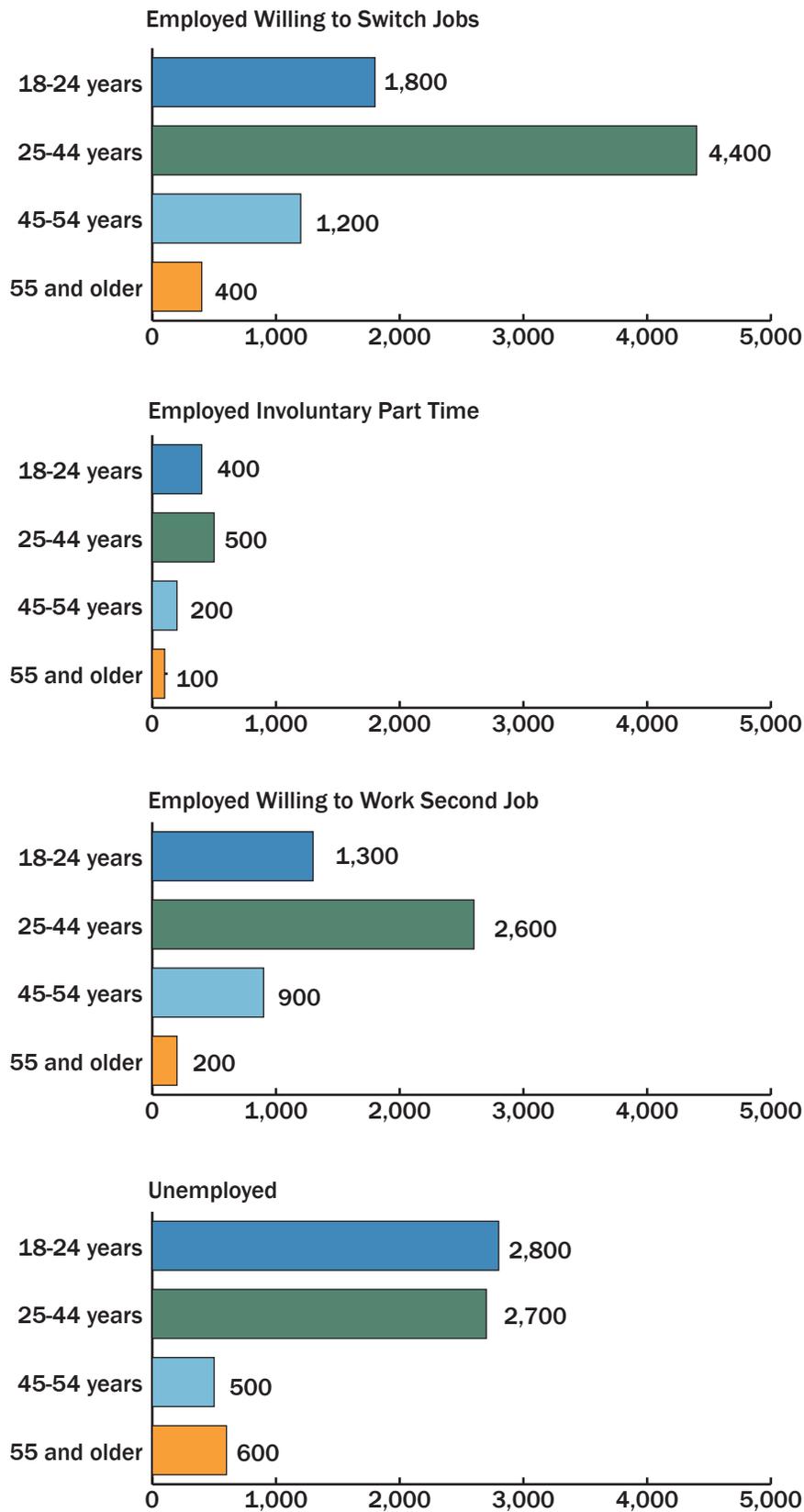
WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	400	0-10 miles	1,800
\$6.56-9.99	1,900	11-20 miles	1,800
\$10.00-11.99	1,000	21-30 miles	1,000
\$12.00-17.99	2,200	More than 30 miles	2,100
\$18.00+	1,200		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	4,000	Welding or metal plant	2,400
Health service fields	3,400	Production manufacturing plant	3,300
Trucking and transportation	1,600	Biomanufacturer	2,000
Production and manufacturing	2,400	Customer service call center	2,800
Biomanufacturing	1,100		
Machine trades	3,600		
Construction trades	2,500		
Energy production fields	1,900		
Teaching and education	2,000		

\*Respondents could reply to more than one category.

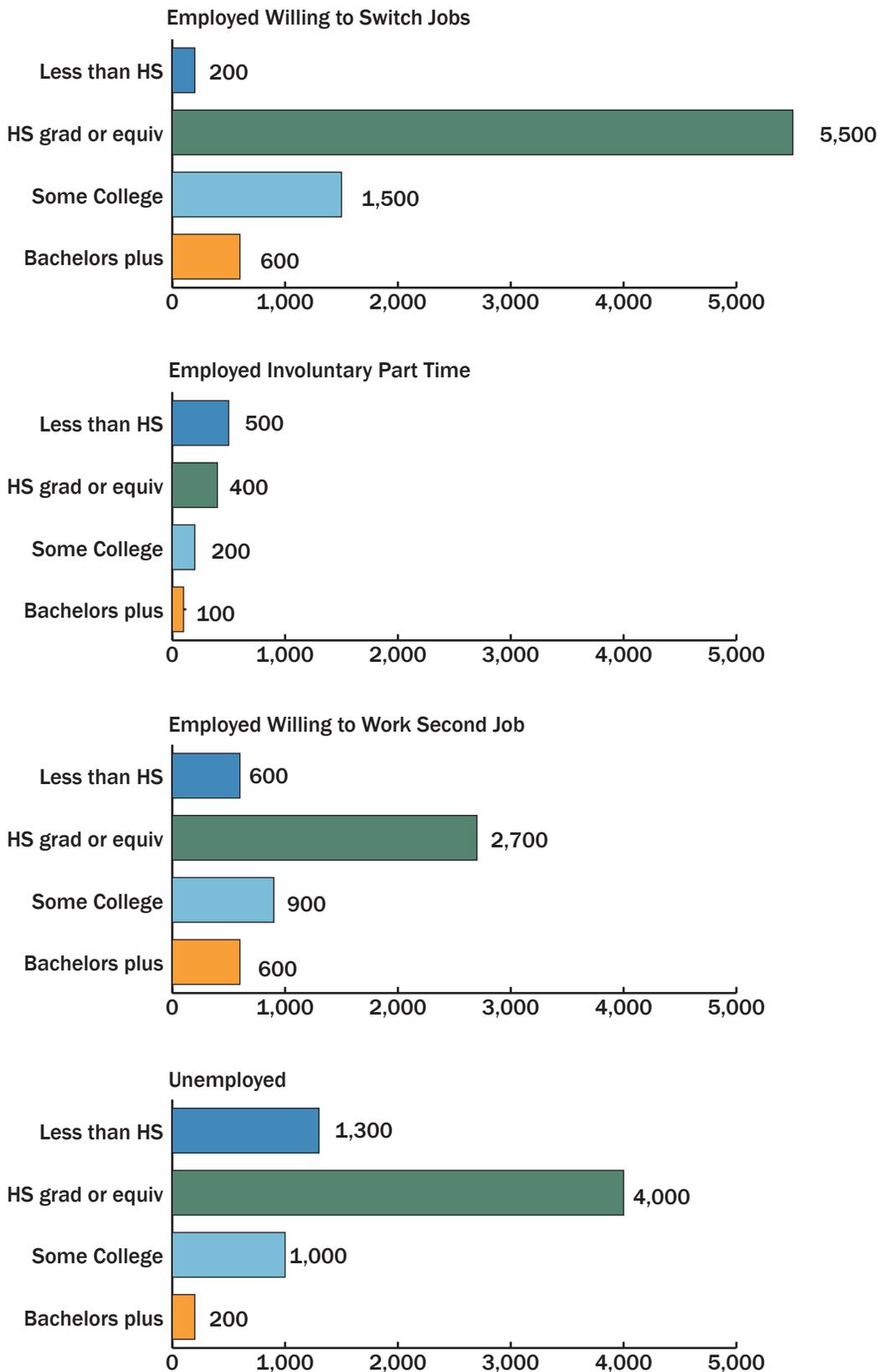
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 4.1**  
**Available Labor Supply By Age, All American Indian Reservations, January-September 2008**



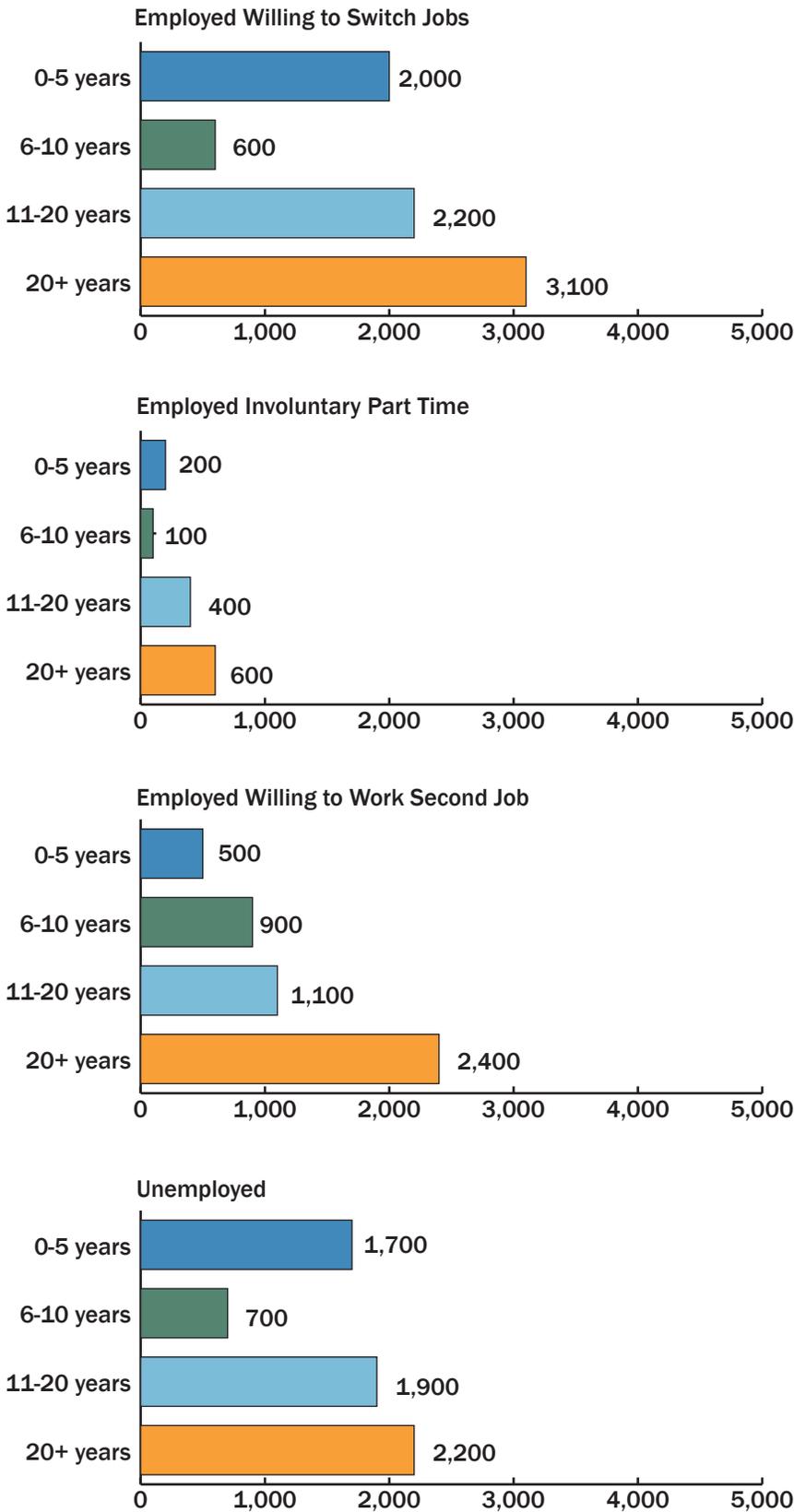
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 4.2**  
**Available Labor Supply By Educational Status, All American Indian Reservations, January-September 2008**



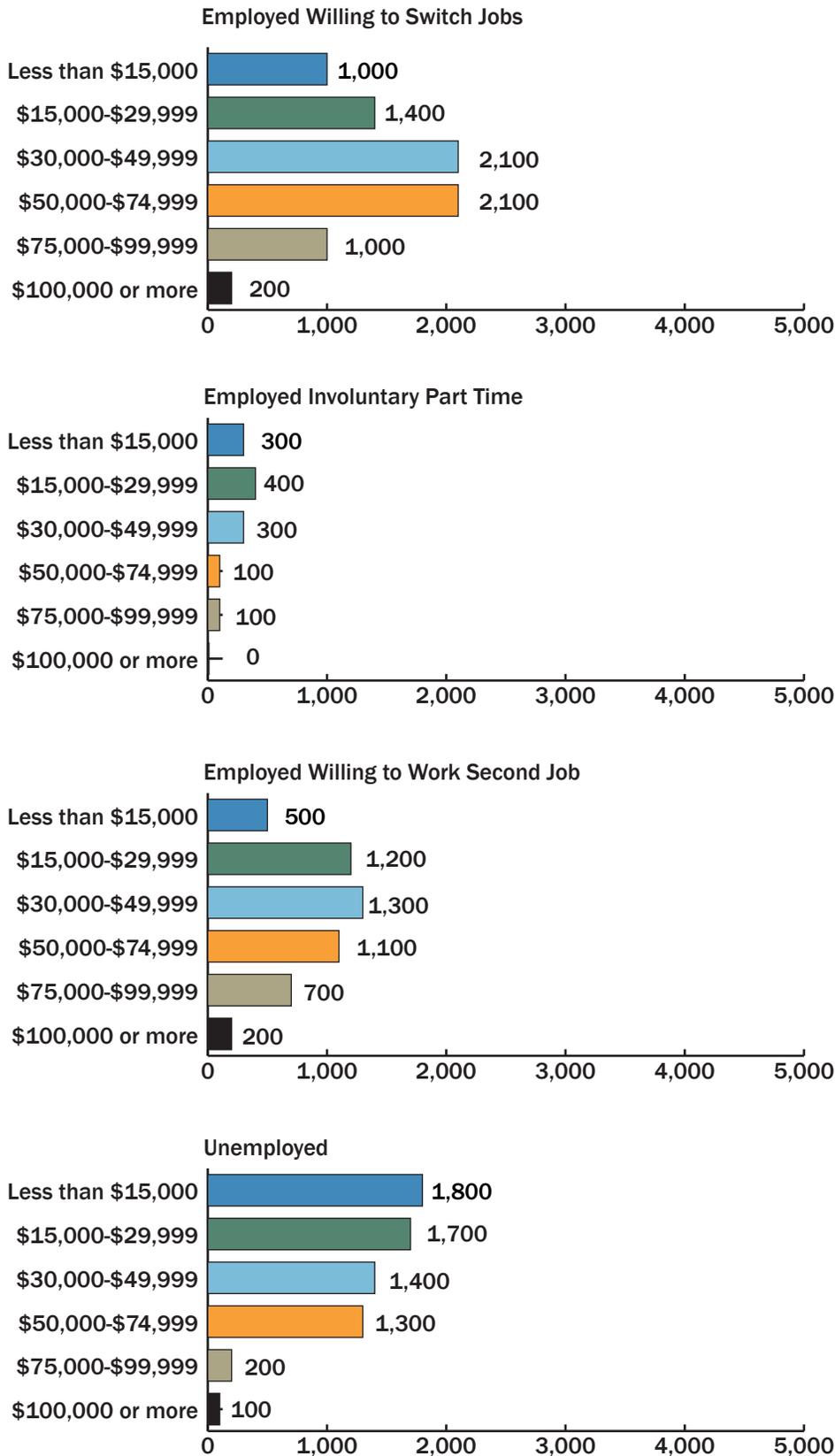
Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 4.3**  
**Available Labor Supply By Length of Residence, All American Indian Reservations,**  
**January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.

**Figure 4.4**  
**Available Labor Supply By Household Income, All American Indian Reservations,**  
**January-September 2008**



Source: Bureau of Business and Economic Research, The University of Montana.

## Unemployment in the 2008 Labor Market Analysis Survey

The percentages of unemployed persons presented in the main body of this report (above) are not unemployment rates. Rather, they represent the number of unemployed adults divided by the total number of adults. Readers should keep this in mind as they use the information presented in the main body of this report.

It is useful to calculate an unemployment rate using the 2008 LMA Survey data. This enables readers to compare LMA Survey data with other government data sources. However, readers should take great care when making these comparisons. The definitions for unemployment and for the labor force used by the U.S. Bureau of Labor Statistics (BLS) and the Montana Department of Labor and Industry (DLI) differ from those used in this study. The estimates published by the BLS and the DLI are designed as a source of monthly unemployment data, whereas the 2008 LMA Survey is designed to represent unemployment over nearly a year. The difference in time frame impacts the estimation of the unemployment rate in two ways.

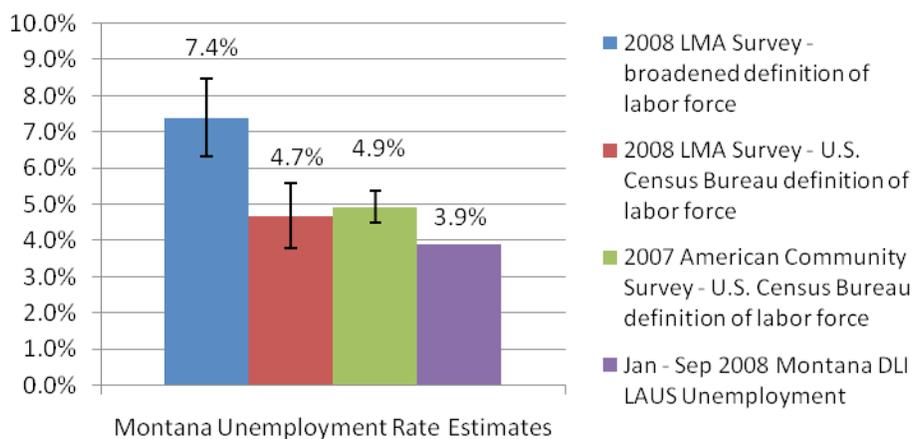
First, the 2008 LMA Survey includes people who were not working and said they will look for work over the next year in the definition of the unemployed. On the other hand, the DLI uses the definition set by the U.S. Bureau of Labor Statistics, which defines the unemployed as people who are not working, but who looked for work in the last month. As a result, 2008 LMA Survey unemployment rates published throughout this document are higher than the DLI rate. The 2008 LMA Survey unemployment definition allowed respondents who said they would look for work over the next year to be routed through questions that examined their job and training interests and preferences.

Second, the difference in data collection periods between the 2008 LMA Survey and the BLS / DLI also brings about differences in unemployment rates. The BLS Current Population Survey (CPS) is conducted monthly, whereas 2008 LMA Survey data were collected over nearly a year. The episodic nature of unemployment may cause the 2008 LMA survey to estimate unemployment rates that differ from rates calculated using CPS data.

In contrast to the CPS, the U.S. Census Bureau's American Community Survey (ACS) is designed to be a source of yearly unemployment data. This makes ACS data more useful when making comparisons with the 2008 LMA Survey. However, definitions used in the ACS closely resemble those used by DLI and BLS. Readers should keep this in mind if they make comparisons between the data presented throughout this report and the ACS.

It is possible to calculate an unemployment rate using 2008 LMA Survey data with labor market definitions that roughly approximate those used in the ACS (see the chart above). This is done by reclassifying people who were not working and said they will look for work over the next year from "unemployed" to "not in the work force". Using this definition the 2008 LMA Survey Montana unemployment rate is 4.7%, which is not statistically distinguishable from the 2007 ACS Montana rate of 4.9%. Since the ACS is considered a very high quality survey, the similarity between these two unemployment rates increases confidence in the quality of the 2008 LMA Survey.

### 2008 LMA Survey Unemployment Rate Comparison



Sources: Bureau of Business and Economic Research, The University of Montana; Research and Analysis Bureau, Montana Department of Labor and Industry; U.S. Census Bureau.

## Montana Regional Appendix

**Table B1**  
**Adult Labor Force Status By Selected Demographic Characteristics, Montana, 2008**

	Available Labor Force, Employed or Unemployed	Not Available Labor Force, Employed	Not in Labor Force	Total	Percent of Total Adult Population
<b>Age</b>					
18-24 years	68,000	33,700	10,800	112,500	13.4%
25-44 years	105,200	134,500	27,400	267,200	31.8%
45-54 years	54,800	103,900	15,700	174,200	20.7%
55 and older	32,900	90,100	163,400	286,400	34.1%
<b>Education</b>					
Less than HS	21,200	11,800	22,100	55,300	6.6%
HS Grad or GED	135,400	177,500	122,100	435,000	51.8%
Some college	36,900	46,200	19,900	102,700	12.2%
BA +	67,400	126,600	53,200	247,300	29.4%
<b>Length of Experience</b>					
0-5 years	64,400	57,600	22,900	144,900	17.2%
6-10 years	40,100	60,900	28,700	129,700	15.4%
11-20 years	70,100	74,400	38,100	182,600	21.7%
More than 20 years	86,300	169,200	127,600	383,100	45.6%
<b>2007 Household Income</b>					
Less than \$15,000	27,600	14,100	30,000	71,800	8.5%
\$15,000-\$29,999	52,000	44,900	54,600	151,500	18.0%
\$30,000-\$49,999	64,000	80,100	60,200	204,300	24.3%
\$50,000-\$74,999	58,200	90,200	41,400	189,800	22.6%
\$75,000-\$99,999	28,900	56,600	14,800	100,300	11.9%
\$100,000 and more	30,200	76,100	16,300	122,600	14.6%
<b>Total</b>	<b>260,900</b>	<b>362,000</b>	<b>217,300</b>	<b>840,300</b>	<b>100%</b>
<b>Percent of Total Population</b>	<b>31.0%</b>	<b>43.1%</b>	<b>25.9%</b>	<b>100.0%</b>	<b>N/A</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table B2**  
**Adult Labor Force Status By Selected Demographic Characteristics, Region 1, 2008**

	Available Labor Force, Employed or Unemployed	Not Available Labor Force, Employed	Not in Labor Force	Total	Percent of Total Adult Population
<b>Age</b>					
18-24 years	18,700	10,900	3,400	33,000	14.2%
25-44 years	29,000	37,100	9,000	75,200	32.2%
45-54 years	14,900	25,900	5,700	46,600	20.0%
55 and older	9,100	20,200	49,200	78,500	33.7%
<b>Education</b>					
Less than HS	8,900	4,100	5,800	18,900	8.1%
HS Grad or GED	34,400	47,600	35,300	117,200	50.3%
Some college	9,900	10,500	8,000	28,400	12.2%
BA +	18,600	31,900	18,200	68,600	29.4%
<b>Length of Residence</b>					
0-5 years	16,900	17,300	9,600	43,700	18.7%
6-10 years	13,300	18,900	10,800	42,900	18.4%
11-20 years	19,800	23,400	13,200	56,400	24.2%
More than 20 years	21,800	34,600	33,800	90,200	38.7%
<b>2007 Household Income</b>					
Less than \$15,000	7,400	6,600	8,800	22,800	9.8%
\$15,000-\$29,999	14,200	14,000	14,800	43,000	18.4%
\$30,000-\$49,999	19,300	21,900	21,000	62,200	26.7%
\$50,000-\$74,999	17,900	21,300	13,400	52,500	22.5%
\$75,000-\$99,999	5,700	12,900	4,800	23,500	10.1%
\$100,000 and more	7,300	17,300	4,600	29,200	12.5%
<b>Total</b>	<b>71,800</b>	<b>94,000</b>	<b>67,300</b>	<b>233,200</b>	<b>100%</b>
<b>Percent of Total Population</b>	<b>30.8%</b>	<b>40.3%</b>	<b>28.9%</b>	<b>100.0%</b>	<b>N/A</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table B3**  
**Adult Labor Force Status By Selected Demographic Characteristics, Region 2, 2008**

	Available Labor Force, Employed or Unemployed	Not Available Labor Force, Employed	Not in Labor Force	Total	Percent of Total Adult Population
<b>Age</b>					
18-24 years	19,200	7,000	1,200	27,400	15.0%
25-44 years	26,200	28,300	5,900	60,300	33.0%
45-54 years	13,700	20,700	2,500	36,900	20.2%
55 and older	8,800	17,300	31,900	58,000	31.8%
<b>Education</b>					
Less than HS	4,100	1,400	3,800	9,200	5.0%
HS Grad or GED	32,800	33,300	23,200	89,000	48.8%
Some college	8,300	10,200	2,600	21,100	11.6%
BA +	22,700	28,300	11,900	62,900	34.5%
<b>Length of Residence</b>					
0-5 years	20,200	12,300	4,000	36,500	20.0%
6-10 years	12,000	15,300	6,400	33,700	18.5%
11-20 years	18,500	13,100	6,800	38,500	21.1%
More than 20 years	17,200	32,400	24,100	73,800	40.4%
<b>2007 Household Income</b>					
Less than \$15,000	7,600	1,100	5,000	13,700	7.5%
\$15,000-\$29,999	17,000	7,600	13,500	38,100	20.9%
\$30,000-\$49,999	15,000	18,100	9,800	42,900	23.5%
\$50,000-\$74,999	13,200	20,700	8,400	42,300	23.2%
\$75,000-\$99,999	7,200	9,300	1,600	18,100	9.9%
\$100,000 and more	7,900	16,400	3,200	27,400	15.0%
<b>Total</b>	<b>67,900</b>	<b>73,200</b>	<b>41,400</b>	<b>182,500</b>	<b>100%</b>
<b>Percent of Total Population</b>	<b>37.2%</b>	<b>40.1%</b>	<b>22.7%</b>	<b>100.0%</b>	<b>N/A</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table B4**  
**Adult Labor Force Status By Selected Demographic Characteristics, Region 3, 2008**

	Available Labor Force, Employed or Unemployed	Not Available Labor Force, Employed	Not in Labor Force	Total	Percent of Total Adult Population
<b>Age</b>					
18-24 years	9,350	4,700	1,100	15,500	13.9%
25-44 years	10,700	18,000	5,000	33,800	30.2%
45-54 years	6,000	15,100	2,300	23,500	21.0%
55 and older	3,400	13,000	23,100	39,100	34.9%
<b>Education</b>					
Less than HS	3,200	2,100	3,700	9,100	8.1%
HS Grad or GED	18,300	25,800	18,900	63,100	56.4%
Some college	3,400	5,850	1,800	11,100	9.9%
BA +	4,600	17,200	7,110	28,700	25.6%
<b>Length of Residence</b>					
0-5 years	5,300	6,700	2,000	14,100	12.6%
6-10 years	4,100	5,300	3,000	12,400	11.1%
11-20 years	7,900	10,000	5,400	23,400	20.9%
More than 20 years	12,300	28,800	21,000	61,900	55.3%
<b>2007 Household Income</b>					
Less than \$15,000	3,200	1,860	4,600	9,700	8.7%
\$15,000-\$29,999	6,100	7,300	7,400	20,900	18.7%
\$30,000-\$49,999	8,100	11,400	10,500	30,000	26.8%
\$50,000-\$74,999	6,900	13,800	5,600	26,400	23.6%
\$75,000-\$99,999	3,600	8,200	1,800	13,600	12.2%
\$100,000 and more	1,600	8,300	1,600	11,400	10.2%
<b>Total</b>	<b>29,500</b>	<b>50,900</b>	<b>31,500</b>	<b>111,900</b>	<b>100%</b>
<b>Percent of Total Population</b>	<b>26.4%</b>	<b>45.5%</b>	<b>28.2%</b>	<b>100.0%</b>	<b>N/A</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table B5**  
**Adult Labor Force Status By Selected Demographic Characteristics, Region 4, 2008**

	Available Labor Force, Employed or Unemployed	Not Available Labor Force, Employed	Not in Labor Force	Total	Percent of Total Adult Population
<b>Age</b>					
18-24 years	13,200	7,700	3,700	24,600	11.2%
25-44 years	30,200	37,900	4,800	73,000	33.3%
45-54 years	14,000	29,800	3,400	47,100	21.5%
55 and older	7,700	26,600	40,500	74,800	34.1%
<b>Education</b>					
Less than HS	2,500	3,200	5,600	11,300	5.1%
HS Grad or GED	35,900	47,600	30,700	114,200	52.0%
Some college	10,200	13,000	4,900	28,100	12.8%
BA +	16,500	38,200	11,200	65,900	30.0%
<b>Length of Residence</b>					
0-5 years	15,800	15,200	4,700	35,600	16.2%
6-10 years	7,200	17,700	6,610	31,500	14.4%
11-20 years	17,200	21,800	8,450	47,500	21.6%
More than 20 years	25,000	47,300	32,600	104,800	47.7%
<b>2007 Household Income</b>					
Less than \$15,000	6,500	3,200	7,500	17,200	7.8%
\$15,000-\$29,999	10,600	11,000	12,900	34,500	15.7%
\$30,000-\$49,999	15,300	20,800	12,200	48,300	22.0%
\$50,000-\$74,999	14,800	24,100	10,300	49,200	22.4%
\$75,000-\$99,999	8,500	17,700	4,200	30,400	13.8%
\$100,000 and more	9,300	25,200	5,200	39,800	18.1%
<b>Total</b>	<b>65,100</b>	<b>102,000</b>	<b>52,400</b>	<b>219,500</b>	<b>100%</b>
<b>Percent of Total Population</b>	<b>29.7%</b>	<b>46.5%</b>	<b>23.9%</b>	<b>100.0%</b>	<b>N/A</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table B6**  
**Adult Labor Force Status By Selected Demographic Characteristics, Region 5, 2008**

	Available Labor Force, Employed or Unemployed	Not Available Labor Force, Employed	Not in Labor Force	Total	Percent of Total Adult Population
<b>Age</b>					
18-24 years	7,400	3,400	1,400	12,300	13.2%
25-44 years	9,300	13,100	2,700	25,000	26.8%
45-54 years	6,100	12,400	1,800	20,300	21.8%
55 and older	3,800	13,100	18,700	35,700	38.3%
<b>Education</b>					
Less than HS	2,700	900	3,200	6,800	7.3%
HS Grad or GED	13,900	23,300	14,200	51,300	55.0%
Some college	4,900	6,600	2,500	14,100	15.1%
BA +	5,100	11,100	4,800	21,100	22.6%
<b>Length of Residence</b>					
0-5 years	6,400	6,100	2,500	15,100	16.2%
6-10 years	3,600	3,700	1,900	9,200	9.9%
11-20 years	6,700	6,100	4,200	16,900	18.1%
More than 20 years	9,900	26,100	16,100	52,100	55.9%
<b>2007 Household Income</b>					
Less than \$15,000	2,800	1,400	4,100	8,300	8.9%
\$15,000-\$29,999	4,100	5,000	5,900	15,000	16.1%
\$30,000-\$49,999	6,200	7,900	6,900	21,000	22.5%
\$50,000-\$74,999	5,300	10,300	3,600	19,300	20.7%
\$75,000-\$99,999	3,900	8,600	2,400	14,900	16.0%
\$100,000 and more	4,200	8,700	1,700	14,700	15.8%
<b>Total</b>	<b>26,600</b>	<b>42,000</b>	<b>24,700</b>	<b>93,260</b>	<b>100%</b>
<b>Percent of Total Population</b>	<b>28.5%</b>	<b>45.0%</b>	<b>26.5%</b>	<b>100.0%</b>	<b>N/A</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table B7**  
**Labor Force Status**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Labor Force Status	Not in labor force	28.9%	22.7%	28.2%	23.9%	26.5%	25.9%
	Employed	40.4%	40.1%	45.5%	46.5%	45.0%	43.1%
	Employed-willing to switch	9.6%	11.0%	6.8%	9.1%	8.7%	9.3%
	Employed-might switch	2.6%	4.1%	2.3%	3.9%	2.9%	3.3%
	Employed-involuntary part-time	3.2%	4.3%	3.6%	2.3%	3.5%	3.3%
	Employed -willing to work another job	9.9%	12.3%	8.5%	8.5%	8.7%	9.7%
	Unemployed	5.5%	5.5%	5.1%	6.0%	4.7%	5.5%
	Total		233200	182500	111900	219500	93300

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B8**  
**Age and Education**  
**Percentage of the Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Age	18-24 years	26.0%	28.3%	32.2%	20.3%	27.9%	26.1%
	25-44 years	40.5%	38.5%	35.2%	46.4%	35.0%	40.3%
	45-54 years	20.8%	20.2%	20.8%	21.4%	22.7%	21.0%
	55 and older	12.7%	13.0%	11.8%	11.8%	14.4%	12.6%
Education	Less than HS	12.4%	6.0%	10.2%	3.8%	10.1%	8.1%
	HS Grad or GED	47.9%	48.3%	62.5%	55.1%	52.1%	51.9%
	Some college	13.8%	12.2%	12.0%	15.7%	18.4%	14.1%
	BA +	25.9%	33.5%	15.3%	25.3%	19.4%	25.9%
	Total		71800	67900	29500	65100	26600
Median age, years		36	35	35	37	37	36

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B9**  
**Lowest Acceptable Wage and Maximum Commuting Distance**  
**Percentage of the Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Lowest Acceptable Wage	Minimum wage (\$6.55)	13.0%	9.5%	22.0%	10.5%	19.2%	13.1
	\$6.56-\$9.99	26.1%	25.9%	26.5%	24.6%	28.3%	26.0
	\$10-\$11.99	19.5%	17.7%	19.6%	19.5%	16.6%	18.7
	\$12.00-\$17.99	22.9%	29.4%	20.6%	23.4%	17.4%	23.9
	\$18.00 and more	18.5%	17.5%	11.3%	22.0%	18.5%	18.4
	Total	71800	67900	29500	65100	26600	2609
Lowest Acceptable Wage, Median		\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Maximum Commuting Distance	0-10 miles	25.9%	34.5%	34.3%	32.0%	31.4%	31.1
	11-20 miles	27.6%	27.9%	32.5%	30.4%	23.0%	28.4
	21-30 miles	20.4%	17.8%	16.1%	13.3%	16.7%	17.2
	More than 30 miles	26.0%	19.7%	17.1%	24.3%	28.8%	23.3
	Total	71800	67900	29500	65100	26600	2609
Maximum Commuting Distance, Median		20	20	20	20	20	

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B10**  
**Working Outside Chosen Field**  
**Percentage of the Employed Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Job Outside Chosen Field	Working outside field because of lack of jobs	16.5%	18.9%	21.8%	16.1%	13.2%	17.3%
	Outside field for another reason	17.5%	20.1%	17.6%	20.9%	24.9%	19.8%
	Working in chosen field	66.0%	61.0%	60.7%	63.0%	61.9%	62.9%
	Total	58900	57900	23700	52100	22200	214800

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B11**  
**Interest in Changing Jobs**  
**Percentage of the Employed Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Even though you currently have a job (OR ARE SELF EMPLOYED), would you be interested in CHANGING jobs?	Yes	61.6%	60.3%	60.7%	64.2%	61.9%	61.8%
	Maybe	18.7%	17.5%	19.5%	20.2%	19.1%	18.9%
	No	19.7%	22.1%	19.9%	15.6%	19.0%	19.3%
	Total	58900	57900	23700	52100	22200	214800
Main Reason for Changing Jobs	An increase in pay	58.4%	54.2%	47.9%	58.5%	51.7%	55.6%
	An increase in benefits	10.6%	10.1%	9.6%	9.5%	11.6%	10.2%
	Improvement in working conditions	7.9%	7.0%	12.3%	8.0%	7.5%	8.1%
	More career advancement opportunities	13.3%	15.4%	10.7%	13.5%	13.4%	13.6%
	Underutilizing your skills	6.2%	7.6%	14.1%	8.9%	7.5%	8.2%
	To gain more job status, or prestige	3.6%	5.7%	5.3%	1.7%	8.4%	4.3%
	Total	38600	34900	13700	34800	14100	136100

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B12**  
**Sources for Learning About Job Openings**  
**Percentage of the Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Vocational or career counselors	Yes	7.3%	7.7%	6.8%	7.2%	7.1%	7.3
	No	92.7%	92.3%	93.2%	92.8%	92.9%	92.7
The local job service (public employment agency)	Yes	30.4%	26.4%	35.4%	33.1%	36.9%	31.2
	No	69.6%	73.6%	64.6%	66.9%	63.1%	68.8
A private employment agency	Yes	12.7%	6.2%	3.1%	7.8%	6.5%	8.1
	No	87.3%	93.8%	96.9%	92.2%	93.5%	91.9
Job postings at current place of employment	Yes	19.1%	18.1%	26.2%	20.2%	28.4%	20.8
	No	80.9%	81.9%	73.8%	79.8%	71.6%	79.2
A school or university employment center	Yes	13.5%	15.0%	10.7%	11.8%	11.2%	12.9
	No	86.5%	85.0%	89.3%	88.2%	88.8%	87.1
Newspaper advertisements	Yes	55.5%	55.9%	54.4%	58.0%	59.5%	56.5
	No	44.5%	44.1%	45.6%	42.0%	40.5%	43.5
Television advertisements	Yes	11.7%	8.3%	18.1%	15.7%	10.3%	12.4
	No	88.3%	91.7%	81.9%	84.3%	89.7%	87.6
Word of mouth (friends, family, etc)	Yes	74.9%	70.2%	66.8%	72.6%	75.3%	72.2
	No	25.1%	29.8%	33.2%	27.4%	24.7%	27.8
Contact employers directly	Yes	56.7%	58.2%	55.9%	56.5%	56.0%	56.9
	No	43.3%	41.8%	44.1%	43.5%	44.0%	43.1
Internet, web, computer listings	Yes	41.6%	47.4%	45.8%	40.9%	44.9%	43.7
	No	58.4%	52.6%	54.2%	59.1%	55.1%	56.3
Other media sources (radio, tv, magazines, etc)	Yes	13.6%	12.6%	17.3%	16.6%	18.5%	15.0
	No	86.4%	87.4%	82.7%	83.4%	81.5%	85.0
Total		71800	67900	29500	65100	26600	26090

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B13**  
**Willingness to Train in Various Fields**  
**Percentage of the Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Information or Computer Technology	Yes	47.5%	44.3%	55.6%	48.7%	50.5%	48.2'
	No	52.5%	55.7%	44.4%	51.3%	49.5%	51.8'
Health Services	Yes	38.1%	35.9%	46.4%	39.7%	41.3%	39.1'
	No	61.9%	64.1%	53.6%	60.3%	58.7%	60.9'
Trucking or Transportation	Yes	15.5%	17.6%	16.6%	21.9%	23.3%	18.6'
	No	84.5%	82.4%	83.4%	78.1%	76.7%	81.4'
Production and Manufacturing in General	Yes	27.7%	30.4%	26.9%	36.1%	36.5%	31.3'
	No	72.3%	69.6%	73.1%	63.9%	63.5%	68.7'
Bio-Manufacturing	Yes	16.2%	17.6%	13.9%	21.0%	20.4%	17.9'
	No	83.8%	82.4%	86.1%	79.0%	79.6%	82.1'
Machine Trades	Yes	33.4%	31.4%	28.5%	36.5%	27.4%	32.5'
	No	66.6%	68.6%	71.5%	63.5%	72.6%	67.5'
Construction Trades	Yes	33.7%	32.0%	30.1%	38.1%	38.5%	34.5'
	No	66.3%	68.0%	69.9%	61.9%	61.5%	65.5'
Energy Production	Yes	36.7%	39.5%	36.1%	43.5%	45.2%	39.9'
	No	63.3%	60.5%	63.9%	56.5%	54.8%	60.1'
Teaching and Education	Yes	40.1%	45.5%	43.6%	38.8%	39.7%	41.5'
	No	59.9%	54.5%	56.4%	61.2%	60.3%	58.5'
Total		71800	67900	29500	65100	26600	26090

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B14**  
**Type of Training Desired**  
**Percentage of the Employed Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
What type of training would you be most likely to consider?	On-the-job-training	43.7%	43.1%	40.1%	50.4%	44.3%	44.9%
	3 months or less	12.6%	10.6%	9.5%	12.8%	15.6%	12.1%
	4 months to 18 months	10.9%	15.6%	12.0%	11.2%	9.7%	12.1%
	19 to 23 months	5.0%	4.9%	8.1%	1.7%	3.5%	4.3%
	2 to 4 years	15.0%	19.5%	17.7%	12.0%	16.6%	15.8%
	Over 4 years	4.7%	3.5%	3.7%	3.7%	5.2%	4.1%
	A formal apprenticeship with a Montana organized labor union or other organization	3.8%	2.1%	4.8%	5.3%	2.7%	3.7%
	None of these	4.4%	.9%	4.1%	2.8%	2.4%	2.9%
Total		58900	57900	23700	52100	22200	214800

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B15**  
**Skill Training Received in Last 3 Years**  
**Percentage of the Employed Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
In the past three years have you received any job skills training?	Yes	41.2%	44.7%	36.7%	45.1%	48.4%	43.4%
	No	58.8%	55.3%	63.3%	54.9%	51.6%	56.6%
	Total	58900	57900	23700	52100	22200	214800
Basic skills (reading, writing, basic math)	Yes	18.6%	17.4%	18.2%	12.5%	18.5%	16.7%
	No	81.4%	82.6%	81.8%	87.5%	81.5%	83.3%
Product - sales (marketing, sales training)	Yes	23.2%	27.9%	26.3%	32.1%	19.2%	26.6%
	No	76.8%	72.1%	73.7%	67.9%	80.8%	73.4%
Interpersonal skills (leadership, career dev)	Yes	57.7%	64.8%	57.4%	68.9%	63.6%	63.1%
	No	42.3%	35.2%	42.6%	31.1%	36.4%	36.9%
Thinking and organizing (problem solving, time management)	Yes	67.0%	64.3%	62.3%	57.9%	59.5%	62.6%
	No	33.0%	35.7%	37.7%	42.1%	40.5%	37.4%
Quality improvement (customer service or satisfaction)	Yes	66.6%	51.2%	63.2%	62.4%	50.9%	59.3%
	No	33.4%	48.8%	36.8%	37.6%	49.1%	40.7%
Technical skills (computer skills, trade skills)	Yes	72.2%	71.1%	79.6%	65.1%	68.5%	70.3%
	No	27.8%	28.9%	20.4%	34.9%	31.5%	29.7%
Safety (health or safety training)	Yes	69.8%	60.1%	70.5%	67.7%	62.6%	65.9%
	No	30.2%	39.9%	29.5%	32.3%	37.4%	34.1%
	Total	24100	23500	8100	23300	10700	89700

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B17**  
**Willingness to Work for a ....**  
**Percentage of the Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Welding or metal fabrication firm	Yes	31.4%	32.0%	33.2%	33.5%	29.0%	32.1%
	No	68.6%	68.0%	66.8%	66.5%	71.0%	67.9%
Production manufacturing firm in general	Yes	32.2%	34.6%	28.0%	41.3%	38.6%	35.3%
	No	67.8%	65.4%	72.0%	58.7%	61.4%	64.7%
Bio-manufacturing firm	Yes	20.6%	24.5%	15.6%	25.2%	24.3%	22.6%
	No	79.4%	75.5%	84.4%	74.8%	75.7%	77.4%
Customer service/technical support call center	Yes	23.7%	25.8%	34.2%	26.7%	31.7%	27.0%
	No	76.3%	74.2%	65.8%	73.3%	68.3%	73.0%
Total		71800	67900	29500	65100	26600	260900

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B18**  
**Trained for More Than 1 Occupation and Main Reason Respondent Would Consider Changing Occupations**  
**Percentage of the Employed Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Are you trained for an occupation other than the one in which you are currently employed?	Yes	47.0%	60.5%	48.3%	53.4%	49.6%	52.5%
	No	53.0%	39.5%	51.7%	46.6%	50.4%	47.5%
	Total	58900	57900	23700	52100	22200	214800
What factor would be most important to you if you decided to accept a job in your other occupation?	Job status or prestige	6.8%	8.8%	4.6%	6.1%	2.7%	6.5%
	Career advancement opportunities	13.7%	16.0%	19.4%	14.7%	20.5%	15.9%
	Benefits	12.8%	16.9%	19.1%	18.0%	15.7%	16.2%
	Pay	55.9%	55.6%	53.1%	52.5%	55.2%	54.6%
	Would not accept a job in another occupation	10.8%	2.8%	3.8%	8.7%	5.9%	6.7%
	Total	26200	29800	10000	26100	10800	102900

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B19**  
**Importance of Benefit if Changing or Accepting a Job**  
**Percentage of the Employed Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					
		Region 1	Region 2	Region 3	Region 4	Region 5	Total
Health insurance	Very important	81.8%	77.4%	86.3%	87.6%	88.4%	83.3%
	Somewhat important	11.9%	12.9%	7.7%	6.2%	5.8%	9.6%
	Not important	6.3%	9.7%	6.0%	6.2%	5.8%	7.1%
Child care assistance	Very important	18.3%	15.9%	26.9%	18.9%	22.4%	19.2%
	Somewhat important	18.5%	22.5%	13.6%	20.2%	20.5%	19.7%
	Not important	63.1%	61.6%	59.4%	60.9%	57.2%	61.1%
Flexible work hours	Very important	39.2%	38.8%	44.1%	45.8%	38.2%	41.2%
	Somewhat important	41.6%	46.5%	39.8%	40.6%	46.0%	42.9%
	Not important	19.2%	14.6%	16.1%	13.6%	15.7%	15.9%
Sick leave	Very important	52.9%	55.4%	64.7%	58.0%	59.4%	56.8%
	Somewhat important	38.1%	34.2%	27.2%	34.3%	31.2%	34.3%
	Not important	9.0%	10.5%	8.1%	7.6%	9.4%	9.0%
Tuition reimbursement	Very important	39.8%	29.5%	39.8%	33.5%	33.5%	35.0%
	Somewhat important	33.2%	39.8%	33.3%	35.2%	38.0%	35.9%
	Not important	27.0%	30.6%	27.0%	31.3%	28.5%	29.1%
Profit sharing	Very important	34.3%	27.9%	28.7%	37.8%	31.4%	32.6%
	Somewhat important	43.1%	49.2%	43.4%	39.8%	44.0%	44.0%
	Not important	22.6%	22.9%	28.0%	22.4%	24.6%	23.4%
Retirement plan	Very important	72.4%	71.9%	78.4%	79.8%	80.7%	75.7%
	Somewhat important	19.9%	16.1%	15.8%	14.4%	15.1%	16.6%
	Not important	7.7%	12.0%	5.8%	5.8%	4.2%	7.7%
Paid vacation	Very important	70.7%	68.0%	75.0%	72.8%	71.3%	71.1%
	Somewhat important	21.0%	25.5%	20.8%	21.1%	23.6%	22.4%
	Not important	8.3%	6.5%	4.2%	6.1%	5.0%	6.5%
Paid holidays	Very important	64.7%	62.5%	70.7%	65.2%	63.4%	64.8%
	Somewhat important	26.2%	32.9%	25.6%	26.5%	28.0%	28.1%
	Not important	9.1%	4.5%	3.7%	8.3%	8.6%	7.1%
On-the-job-training	Very important	64.8%	64.7%	75.4%	66.9%	63.8%	66.3%
	Somewhat important	30.7%	33.4%	22.4%	27.9%	32.7%	30.0%
	Not important	4.5%	1.9%	2.3%	5.3%	3.5%	3.7%
Differential pay (increased pay for shift work)	Very important	44.3%	41.2%	46.2%	46.5%	38.8%	43.7%
	Somewhat important	34.7%	44.2%	35.7%	37.3%	47.1%	39.2%
	Not important	21.0%	14.5%	18.1%	16.2%	14.1%	17.1%
Total		58900	57900	23700	52100	22200	214800

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table B20**  
**Employee Child Care Needs**  
**Percentage of the Employed Available Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		Labor Market Area					Total
		Region 1	Region 2	Region 3	Region 4	Region 5	
Currently using any child care	Yes	6.4%	6.0%	10.1%	9.0%	5.5%	7.2%
	No	93.6%	94.0%	89.9%	91.0%	94.5%	92.8%
	Total	58900	57900	23700	52100	22200	214800
Problems with child care	Yes	26.3%	33.7%	53.2%	24.5%	50.3%	33.5%
	No	73.7%	66.3%	46.8%	75.5%	49.7%	66.5%
Problem finding affordable child care	Yes	55.9%	33.7%	37.6%	26.0%	52.0%	39.1%
	No	44.1%	66.3%	62.4%	74.0%	48.0%	60.9%
If child care was offered by your employer, how important would that be in your choice to accept or keep a job?	Very important	20.3%	.0%	7.4%	21.5%	5.3%	13.2%
	Somewhat important	45.9%	70.3%	42.9%	15.1%	43.8%	41.0%
	Not important	33.8%	29.7%	49.7%	63.4%	50.9%	45.8%
Number of children in child care, median		1	1	2	2	1	1

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

## American Indian Appendix

**Table C1**  
**Adult Labor Force Status By Selected Demographic Characteristics, All American Indians, 2008**

	Available Labor Force, Employed or Unemployed	Not Available Labor Force, Employed	Not in Labor Force	Total	Percent of Total Adult Population
<b>Age</b>					
18-24 years	6,400	2,000	1,500	9,800	18.9%
25-44 years	10,000	10,800	2,900	23,800	46.2%
45-54 years	2,900	4,200	1,100	8,200	15.9%
55 and older	1,200	3,700	4,900	9,900	19.0%
<b>Education</b>					
Less than HS	2,700	1,300	2,400	6,400	12.4%
HS Grad or GED	12,700	10,800	5,100	28,600	55.5%
Some college	3,600	3,400	1,000	8,000	15.6%
BA +	1,500	5,100	1,900	8,500	16.4%
<b>Length of Experience</b>					
0-5 years	4,400	3,100	970	8,470	16.4%
6-10 years	2,200	3,700	1,200	7,100	13.8%
11-20 years	5,700	3,400	2,600	11,700	22.6%
More than 20 years	8,300	10,500	5,600	24,400	47.2%
<b>2007 Household Income</b>					
Less than \$15,000	3,600	1,900	2,700	8,200	16.1%
\$15,000-\$29,999	4,800	3,000	2,800	10,600	20.4%
\$30,000-\$49,999	5,100	6,000	2,300	13,400	25.8%
\$50,000-\$74,999	4,600	5,200	1,800	11,600	22.4%
\$75,000-\$99,999	1,900	2,400	400	4,700	9.3%
\$100,000 and more	500	2,200	300	3,000	6.0%
<b>Total</b>	<b>20,500</b>	<b>20,700</b>	<b>10,400</b>	<b>51,600</b>	<b>100%</b>
<b>Percent of Total Population</b>	<b>39.7%</b>	<b>40.1%</b>	<b>20.2%</b>	<b>100.0%</b>	<b>N/A</b>

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages may not sum to 100 due to rounding.

**Table C2**  
**American Indian Labor Force Status**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Labor Force Status	Not in labor force	23.3%	23.4%	18.0%	19.1%	23.0%	23.2%	17.0%	20.1%
	Employed	37.3%	27.3%	31.3%	34.7%	40.3%	33.8%	48.5%	40.1%
	Employed-willing to switch	4.8%	7.9%	13.9%	12.4%	5.4%	8.2%	21.0%	12.9%
	Employed-might switch	1.1%	.9%	2.2%	3.3%	1.0%	2.4%	3.2%	2.3%
	Employed-involuntary part-time	3.2%	1.8%	1.7%	4.0%	6.2%	4.6%	.0%	2.4%
	Employed -willing to work another job	12.5%	20.0%	12.8%	9.7%	8.9%	13.7%	4.5%	9.5%
	Unemployed	17.9%	18.6%	20.1%	16.9%	15.3%	14.1%	5.9%	12.7%
	Total	6600	4600	3300	5300	7800	4500	19500	51600

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C3**  
**Age and Education**  
**Percentage of the Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Age	18-24 years	38.1%	28.3%	28.3%	24.9%	35.4%	24.0%	30.7%	30.5%
	25-44 years	40.7%	49.2%	49.7%	54.2%	51.8%	58.8%	46.8%	49.3%
	45-54 years	15.7%	13.8%	16.2%	13.1%	10.0%	11.5%	15.9%	14.1%
	55 and older	5.4%	8.7%	5.8%	7.8%	2.9%	5.8%	6.6%	6.2%
Education	Less than HS	22.0%	9.3%	9.0%	17.5%	21.4%	21.2%	4.8%	13.2%
	HS Grad or GED	48.0%	68.2%	66.6%	50.4%	63.2%	53.1%	70.0%	61.8%
	Some college	17.8%	12.0%	15.4%	17.4%	10.4%	15.8%	24.0%	17.7%
	BA +	12.2%	10.5%	9.0%	14.7%	5.0%	9.9%	1.2%	7.2%
	Total	2600	2300	1700	2400	2900	1900	6700	20500
Median age, years	28	34	34	32	29	39	32	32	

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C4**  
**Lowest Acceptable Wage and Maximum Commuting Distance**  
**Percentage of the Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Lowest Acceptable Wage	Minimum wage (\$6.55)	28.7%	23.8%	23.8%	36.6%	34.6%	21.4%	6.3%	21.6
	\$6.56-\$9.99	28.8%	40.3%	33.8%	20.6%	33.5%	14.7%	28.2%	28.7
	\$10-\$11.99	15.1%	14.7%	19.7%	22.3%	17.8%	25.9%	14.9%	17.6
	\$12.00-\$17.99	19.3%	9.0%	13.9%	12.5%	11.6%	24.6%	32.1%	20.5
	\$18.00 and more	8.1%	12.3%	8.7%	8.0%	2.5%	13.4%	18.5%	11.7
	Total	2600	2300	1700	2400	2900	1900	6700	2050
Lowest Acceptable Wage, Median		\$8.00	\$8.00	\$8.50	\$8.00	\$7.25	\$10.00	\$12.00	\$9.5
Maximum Commuting Distance	0-10 miles	14.9%	19.0%	15.8%	23.9%	28.6%	28.4%	27.2%	23.5
	11-20 miles	35.5%	20.5%	32.7%	28.5%	21.9%	12.6%	26.3%	25.7
	21-30 miles	15.6%	18.5%	10.6%	13.3%	26.0%	22.2%	14.5%	17.0
	More than 30 miles	34.0%	42.1%	40.8%	34.4%	23.5%	36.7%	32.1%	33.9
	Total	2600	2300	1700	2400	2900	1900	6700	2050
Maximum Commuting Distance, Median		20	30	25	20	20	30	20	2

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C5**  
**Working Outside Chosen Field**  
**Percentage of the Employed Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Job Outside Chosen Field	Working outside field because of lack of jobs	31.2%	40.3%	30.3%	30.2%	41.4%	39.4%	15.2%	27.49
	Outside field for another reason	20.2%	18.6%	14.1%	18.8%	16.6%	7.9%	35.6%	24.09
	Working in chosen field	48.6%	41.1%	55.6%	51.1%	42.0%	52.7%	49.2%	48.59
	Total	1400	1400	1000	1600	1700	1300	5600	1400

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C6**  
**Interest in Changing Jobs**  
**Percentage of the Employed Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Even though you currently have a job (OR ARE SELF EMPLOYED), would you be interested in CHANGING jobs?	Yes	63.1%	69.8%	80.9%	66.9%	82.2%	73.8%	73.0%	72.8%
	Maybe	10.7%	8.9%	13.1%	18.5%	4.5%	10.3%	16.1%	12.9%
	No	26.2%	21.3%	6.0%	14.6%	13.3%	15.9%	10.9%	14.3%
	Total	1400	1400	1000	1600	1700	1300	5600	14000
Main Reason for Changing Jobs	An increase in pay	49.4%	60.5%	53.9%	48.0%	50.3%	50.1%	61.6%	55.7%
	An increase in benefits	9.1%	15.7%	.0%	15.3%	5.5%	17.1%	.0%	6.4%
	Improvement in working conditions	6.7%	3.2%	7.5%	3.1%	10.6%	.0%	7.0%	6.0%
	More career advancement opportunities	18.4%	9.8%	26.2%	19.7%	7.0%	15.2%	8.9%	12.7%
	Underutilizing your skills	8.3%	6.7%	4.6%	10.4%	16.0%	5.6%	22.5%	14.4%
	To gain more job status, or prestige	8.0%	4.0%	7.9%	3.4%	10.6%	12.0%	.0%	4.7%

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C7**  
**Sources for Learning About Job Openings**  
**Percentage of the Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Vocational or career counselors	Yes	8.4%	19.1%	19.6%	9.7%	16.6%	9.0%	7.7%	11.6%
	No	91.6%	80.9%	80.4%	90.3%	83.4%	91.0%	92.3%	88.4%
The local job service (public employment agency)	Yes	60.0%	41.3%	27.0%	57.7%	54.3%	37.5%	42.6%	46.3%
	No	40.0%	58.7%	73.0%	42.3%	45.7%	62.5%	57.4%	53.7%
A private employment agency	Yes	15.3%	7.7%	19.6%	8.9%	7.1%	2.6%	6.0%	8.6%
	No	84.7%	92.3%	80.4%	91.1%	92.9%	97.4%	94.0%	91.4%
Job postings at current place of employment	Yes	25.8%	35.3%	42.5%	26.3%	31.0%	43.6%	27.8%	31.4%
	No	74.2%	64.7%	57.5%	73.7%	69.0%	56.4%	72.2%	68.6%
A school or university employment center	Yes	13.9%	21.1%	14.5%	16.5%	4.9%	11.0%	11.1%	12.6%
	No	86.1%	78.9%	85.5%	83.5%	95.1%	89.0%	88.9%	87.4%
Newspaper advertisements	Yes	73.8%	61.0%	52.1%	70.7%	68.0%	46.1%	51.8%	59.6%
	No	26.2%	39.0%	47.9%	29.3%	32.0%	53.9%	48.2%	40.4%
Television advertisements	Yes	10.9%	22.7%	15.8%	14.5%	19.7%	8.6%	5.3%	12.2%
	No	89.1%	77.3%	84.2%	85.5%	80.3%	91.4%	94.7%	87.8%
Word of mouth (friends, family, etc)	Yes	83.8%	77.1%	84.0%	78.4%	75.2%	68.7%	77.8%	77.8%
	No	16.2%	22.9%	16.0%	21.6%	24.8%	31.3%	22.2%	22.2%
Contact employers directly	Yes	71.2%	64.7%	71.7%	67.0%	66.6%	62.2%	67.5%	67.3%
	No	28.8%	35.3%	28.3%	33.0%	33.4%	37.8%	32.5%	32.7%
Internet, web, computer listings	Yes	36.7%	43.6%	40.5%	44.3%	43.6%	52.2%	40.0%	42.2%
	No	63.3%	56.4%	59.5%	55.7%	56.4%	47.8%	60.0%	57.8%
Other media sources (radio, tv, magazines, etc)	Yes	30.2%	13.7%	23.0%	26.1%	13.9%	17.8%	17.2%	19.6%
	No	69.8%	86.3%	77.0%	73.9%	86.1%	82.2%	82.8%	80.4%
Total		2600	2300	1700	2400	2900	1900	6700	20500

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C8**  
**Willingness to Train in Various Fields**  
**Percentage of the Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Information or Computer Technology	Yes	57.5%	69.3%	68.4%	62.3%	69.4%	60.6%	59.9%	63.0%
	No	42.5%	30.7%	31.6%	37.7%	30.6%	39.4%	40.1%	37.0%
Health Services	Yes	49.1%	49.2%	64.1%	43.0%	65.7%	61.9%	50.1%	53.4%
	No	50.9%	50.8%	35.9%	57.0%	34.3%	38.1%	49.9%	46.6%
Trucking or Transportation	Yes	33.6%	30.2%	42.7%	33.0%	22.3%	30.4%	23.5%	28.6%
	No	66.4%	69.8%	57.3%	67.0%	77.7%	69.6%	76.5%	71.4%
Production and Manufacturing in General	Yes	29.1%	37.7%	55.1%	21.1%	27.9%	30.5%	35.7%	33.3%
	No	70.9%	62.3%	44.9%	78.9%	72.1%	69.5%	64.3%	66.7%
Bio- Manufacturing	Yes	25.8%	19.9%	35.2%	13.5%	15.2%	12.6%	17.1%	18.9%
	No	74.2%	80.1%	64.8%	86.5%	84.8%	87.4%	82.9%	81.1%
Machine Trades	Yes	49.1%	40.4%	50.0%	33.9%	27.1%	29.1%	53.5%	42.9%
	No	50.9%	59.6%	50.0%	66.1%	72.9%	70.9%	46.5%	57.1%
Construction Trades	Yes	56.9%	50.1%	59.9%	36.6%	45.2%	37.7%	37.0%	44.0%
	No	43.1%	49.9%	40.1%	63.4%	54.8%	62.3%	63.0%	56.0%
Energy Production	Yes	45.3%	40.1%	54.1%	24.6%	40.9%	28.5%	27.8%	35.0%
	No	54.7%	59.9%	45.9%	75.4%	59.1%	71.5%	72.2%	65.0%
Teaching and Education	Yes	43.9%	46.8%	42.9%	41.4%	50.2%	35.6%	29.5%	39.2%
	No	56.1%	53.2%	57.1%	58.6%	49.8%	64.4%	70.5%	60.8%
Total		2600	2300	1700	2400	2900	1900	6700	20500

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C9**  
**Type of Training Desired**  
**Percentage of the Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
What type of training would you be most likely to consider?	On-the-job- training	55.8%	52.3%	43.5%	45.2%	47.0%	45.3%	34.4%	44.2%
	3 months or less	4.5%	12.9%	16.1%	8.5%	6.9%	15.8%	6.1%	8.9%
	4 months to 18 months	10.6%	9.8%	10.8%	8.5%	8.7%	10.1%	13.7%	10.9%
	19 to 23 months	3.1%	1.0%	1.5%	2.8%	1.9%	1.6%	9.6%	4.4%
	2 to 4 years	16.2%	14.2%	16.9%	27.8%	31.3%	18.6%	23.4%	22.0%
	Over 4 years	3.1%	6.9%	5.8%	2.2%	4.1%	1.6%	.0%	2.7%
	A formal apprenticeship with a Montana organized labor union or other organization	4.3%	1.9%	4.3%	4.2%	.0%	7.0%	12.8%	6.3%
	None of these	2.2%	1.0%	1.1%	.8%	.0%	.0%	.0%	.6%
Total		2600	2300	1700	2400	2900	1900	6700	20500

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C10**  
**Skill Training Received in Last 3 Years**  
**Percentage of the Employed Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
In the past three years have you received any job skills training?	Yes	42.0%	23.4%	35.0%	35.0%	26.6%	28.2%	47.3%	36.6%
	No	58.0%	76.6%	65.0%	65.0%	73.4%	71.8%	52.7%	63.4%
	Total	1400	1400	1000	1600	1700	1300	5600	1400
Basic skills (reading, writing, basic math)	Yes	7.8%	40.5%	29.0%	24.2%	28.5%	40.6%	10.5%	19.4%
	No	92.2%	59.5%	71.0%	75.8%	71.5%	59.4%	89.5%	80.6%
Product - sales (marketing, sales training)	Yes	15.0%	20.2%	12.5%	21.1%	41.0%	5.3%	25.3%	22.0%
	No	85.0%	79.8%	87.5%	78.9%	59.0%	94.7%	74.7%	78.0%
Interpersonal skills (leadership, career dev)	Yes	50.3%	65.7%	58.2%	63.1%	60.2%	70.4%	45.8%	54.2%
	No	49.7%	34.3%	41.8%	36.9%	39.8%	29.6%	54.2%	45.8%
Thinking and organizing (problem solving, time management)	Yes	39.3%	70.0%	44.8%	78.5%	70.7%	70.4%	33.6%	49.5%
	No	60.7%	30.0%	55.2%	21.5%	29.3%	29.6%	66.4%	50.5%
Quality improvement (customer service or satisfaction)	Yes	44.9%	66.1%	46.5%	50.3%	65.3%	76.5%	56.3%	56.2%
	No	55.1%	33.9%	53.5%	49.7%	34.7%	23.5%	43.7%	43.8%
Technical skills (computer skills, trade skills)	Yes	71.0%	50.6%	51.4%	57.5%	39.1%	71.5%	77.2%	65.6%
	No	29.0%	49.4%	48.6%	42.5%	60.9%	28.5%	22.8%	34.4%
Safety (health or safety training)	Yes	74.3%	78.4%	46.5%	88.4%	58.9%	52.8%	89.9%	76.9%
	No	25.7%	21.6%	53.5%	11.6%	41.1%	47.2%	10.1%	23.1%

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C11**  
**Willingness to Work for a ....**  
**Percentage of the Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							Total
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Welding or metal fabrication firm	Yes	42.7%	33.7%	43.8%	31.6%	34.1%	34.6%	36.0%	36.3%
	No	57.3%	66.3%	56.2%	68.4%	65.9%	65.4%	64.0%	63.7%
Production manufacturing firm in general	Yes	43.9%	36.9%	47.0%	32.5%	32.5%	43.2%	49.3%	42.3%
	No	56.1%	63.1%	53.0%	67.5%	67.5%	56.8%	50.7%	57.7%
Bio- manufacturing firm	Yes	30.2%	13.5%	28.7%	19.3%	20.5%	15.5%	29.7%	23.9%
	No	69.8%	86.5%	71.3%	80.7%	79.5%	84.5%	70.3%	76.1%
Customer service/ technical support call center	Yes	28.6%	40.4%	31.9%	37.5%	43.3%	27.1%	42.4%	37.6%
	No	71.4%	59.6%	68.1%	62.5%	56.7%	72.9%	57.6%	62.4%
Total		2600	2300	1700	2400	2900	1900	6700	20500

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C12**  
**Trained for More Than 1 Occupation and Main Reason Respondent Would Consider Changing Occupations**  
**Percentage of the Employed Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							Total
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Are you trained for an occupation other than the one in which you are currently employed?	Yes	42.5%	38.8%	53.4%	49.9%	38.1%	34.6%	62.8%	48.8%
	No	57.5%	61.2%	46.6%	50.1%	61.9%	65.4%	37.2%	51.2%
	Total	1400	1400	1000	1600	1700	1300	5600	14000
What factor would be most important to you if you decided to accept a job in your other occupation?	Job status or <u>prestige</u>	5.4%	1.8%	24.2%	11.2%	9.1%	14.6%	17.4%	13.4%
	Career advancement <u>opportunities</u>	22.3%	18.5%	21.7%	17.9%	24.8%	14.3%	7.6%	15.1%
	Benefits	12.9%	23.1%	8.2%	20.1%	11.2%	9.8%	9.3%	12.4%
	Pay	53.0%	48.5%	45.9%	49.9%	55.0%	61.3%	65.7%	57.5%
	Would not accept a job in another occupation	6.3%	8.1%	.0%	.9%	.0%	.0%	.0%	.0%

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C13**  
**Importance of Benefit if Changing or Accepting a Job**  
**Percentage of the Employed Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							Total
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Health insurance	Very important	74.3%	83.3%	87.5%	82.7%	77.5%	83.6%	78.0%	79.9%
	Somewhat important	17.5%	12.2%	1.5%	12.0%	14.3%	8.3%	10.7%	11.5%
	Not important	8.1%	4.5%	11.1%	5.3%	8.2%	8.1%	11.3%	8.6%
Child care assistance	Very important	47.7%	45.9%	54.1%	45.2%	59.8%	40.3%	9.0%	36.5%
	Somewhat important	15.0%	16.4%	17.1%	25.2%	7.6%	19.0%	17.0%	16.5%
	Not important	37.3%	37.7%	28.8%	29.6%	32.7%	40.7%	73.9%	47.0%
Flexible work hours	Very important	44.1%	46.6%	46.5%	41.2%	50.7%	68.4%	30.8%	43.3%
	Somewhat important	33.5%	41.4%	38.4%	43.0%	40.5%	27.0%	50.9%	41.8%
	Not important	22.4%	12.0%	15.1%	15.8%	8.8%	4.6%	18.4%	15.0%
Sick leave	Very important	51.3%	75.3%	67.2%	59.4%	68.8%	84.9%	51.3%	62.0%
	Somewhat important	38.5%	22.1%	22.5%	26.9%	27.2%	13.5%	19.7%	24.1%
	Not important	10.2%	2.6%	10.3%	13.7%	3.9%	1.5%	29.0%	14.0%
Tuition reimbursement	Very important	36.7%	47.7%	55.6%	40.6%	63.4%	57.3%	9.0%	37.0%
	Somewhat important	32.3%	32.6%	31.5%	37.6%	22.3%	19.9%	36.7%	31.7%
	Not important	31.0%	19.7%	12.9%	21.7%	14.3%	22.8%	54.3%	31.3%
Profit sharing	Very important	27.2%	36.2%	29.2%	31.6%	25.4%	25.5%	18.8%	25.9%
	Somewhat important	33.7%	35.9%	47.6%	48.8%	53.8%	44.0%	30.2%	39.4%
	Not important	39.1%	28.0%	23.2%	19.7%	20.8%	30.6%	51.0%	34.7%
Retirement plan	Very important	70.8%	82.0%	76.6%	74.4%	81.2%	92.0%	63.5%	74.1%
	Somewhat important	20.0%	14.3%	12.4%	18.1%	11.6%	8.0%	7.2%	12.1%
	Not important	9.2%	3.7%	11.1%	7.4%	7.2%	.0%	29.3%	13.7%
Paid vacation	Very important	69.7%	82.7%	60.1%	66.9%	63.6%	88.1%	69.7%	70.9%
	Somewhat important	17.5%	12.8%	28.8%	23.7%	27.5%	10.4%	8.6%	16.6%
	Not important	12.7%	4.6%	11.1%	9.3%	8.9%	1.5%	21.7%	12.5%
Paid holidays	Very important	65.6%	76.6%	79.7%	74.5%	58.8%	89.7%	65.9%	70.5%
	Somewhat important	23.6%	21.8%	20.3%	16.8%	33.8%	4.9%	18.4%	20.4%
	Not important	10.7%	1.7%	.0%	8.6%	7.4%	5.3%	15.7%	9.1%
On-the-job-training	Very important	64.9%	81.9%	88.1%	74.3%	77.3%	84.2%	66.6%	74.0%
	Somewhat important	30.6%	16.6%	11.9%	20.9%	20.0%	15.8%	22.5%	20.9%
	Not important	4.5%	1.6%	.0%	4.8%	2.7%	.0%	10.9%	5.2%
Differential pay (increased pay for shift work)	Very important	51.9%	74.0%	66.2%	45.8%	64.0%	69.4%	34.7%	52.8%
	Somewhat important	29.1%	23.1%	19.7%	44.8%	31.1%	17.2%	34.9%	30.4%
	Not important	18.9%	2.9%	14.0%	9.3%	4.9%	13.5%	30.5%	16.8%
Total		1400	1400	1000	1600	1700	1300	5600	14000

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

**Table C14**  
**Employee Child Care Needs**  
**Percentage of the Employed Available American Indian Labor Supply**  
**Montana and Neighboring Areas in North Dakota and Wyoming**  
**January – September 2008**

		American Indian Labor Force							
		Flathead	Crow	Northern Cheyenne	Fort Peck	Blackfeet	Fort Belknap and Rocky Boys	All other areas	Total
Currently using any child care	Yes	13.8%	7.8%	10.8%	11.7%	13.7%	14.9%	11.4%	11.9%
	No	86.2%	92.2%	89.2%	88.3%	86.3%	85.1%	88.6%	88.1%
	Total	1400	1400	1000	1600	1700	1300	5600	14000
Problems with child care	Yes	24.4%	33.2%	100.0%	55.1%	72.7%	70.4%	.0%	41.0%
	No	75.6%	66.8%	.0%	44.9%	27.3%	29.6%	100.0%	59.0%
Problem finding affordable child care	Yes	37.2%	53.0%	100.0%	39.7%	61.3%	46.2%	50.0%	52.5%
	No	62.8%	47.0%	.0%	60.3%	38.7%	53.8%	50.0%	47.5%
If child care was offered by your employer, how important would that be in your choice to accept or keep a job?	Very important	17.8%	.0%	.0%	.0%	.0%	.0%	50.0%	17.2%
	Somewhat important	39.9%	41.7%	79.3%	26.7%	36.3%	34.1%	50.0%	42.9%
	Not important	42.4%	58.3%	20.7%	73.3%	63.7%	65.9%	.0%	39.9%
Number of children in child care, Median		1	2	1	2	1	2	1	1

Source: Bureau of Business and Economic Research, The University of Montana.

Note: Percentages or population estimates may not sum due to rounding.

## Questionnaire

### INTRODUCTION

Hello, my name is \_\_\_\_\_ and I am calling from The University of Montana in Missoula. We are doing a survey on important labor force issues in Montana.

First, though, I need to be sure I have dialed the right number. Is this 999-9999?

In order to do the survey, I have to follow a specific selection procedure. For this survey only people aged 18 and older are to be interviewed. So of all the people living in your household, including yourself, how many are 18 years of age and older? ENTER NUMBER

And how many of these persons are female? ENTER NUMBER

According to the selection procedure, I need to interview \_\_\_\_\_. Is he/she available? Or is that you?

IF R NOT AVAILABLE, MAKE APPOINTMENT

READ THE FOLLOWING CONFIDENTIALITY STATEMENT TO ALL RESPONDENTS

Before we start, I want to assure you that this interview is completely confidential and voluntary. If we should come to a question you don't want to answer; just let me know and we'll go on to the next question. This interview will take about 11 minutes.

**AGE.** Only people age 18 and older may participate in this survey. So, for eligibility purposes, how old were you on your last birthday?

**CURRES1.** First, what is the name of the city, town, or community you live in now or live closest to?

\_\_\_\_\_ city/town/place

**CURRES2.** What is the zip code for your street address where you live?

\_\_\_\_\_ zip code

**CURRES3.** How many years have you lived in the {city}, {state} area?

- 0 LESS THAN ONE
- 1-90 ENTER NUMBER OF YEARS
- 91 MORE THAN 90 YEARS
- 92 ALL MY LIFE
- 98 DK
- 99 REFUSED

We are now going to ask some questions about your current labor force status.

**LF1.** Are you currently working for wages or a salary, or not?

- 1 YES GO TO LF3
- 0 NO (AND SELF EMPLOYED)

**LF2.** When was the last time you worked for wages or a salary?

- 1- NEVER
- 2- LESS THAN 6 MONTHS AGO
- 3- 6 MONTHS TO 1 YEAR AGO
- 4- PAST YEAR TO 2 YEARS AGO
- 5- MORE THAN 2 YEARS AGO
- 9- DK OR REFUSED

**LF2A.** Are you ... (READ FIRST 6 RESPONSES)

- 1- self employed (GO TO LF3)
- 2- a homemaker
- 3- a student
- 4- retired,
- 5- disabled, and unable to work or
- 6- currently unemployed
- 7- NONE OF THESE / SOMETHING ELSE
- 9- DK OR REFUSED

**LF2B.** What was your last held occupation?

\_\_\_\_\_

**LF2C.** Are you currently looking for a paying job?

- 1 YES
- 0 NO

**LF2D.** Do you plan to look for work within the next year?

- 1 YES GO TO LF14a
- 0 NO GO TO INS1

LF3. What is your current occupation? \_\_\_\_\_

LF3A. DID THE RESPONDENT DESCRIBE HIS/HER OCCUPATION AS FARMING?

- 1- YES - IS A FARMER GO TO LF4  
0- NO - NOT A FARMER GO TO LF5

LF4. Do you currently work another job to supplement your farm income?

- 1 YES  
0 NO GO TO LF5

LF4A. How important is this income source, just mentioned, for you to continue farming? Would you say it is extremely, very important, somewhat or not at all important?

- 5- EXTREMELY IMPORTANT  
4- VERY IMPORTANT  
3- SOMEWHAT IMPORTANT  
2- NOT VERY IMPORTANT  
1- NOT AT ALL IMPORTANT  
9- REFUSED

LF5. How many months/years have you been with your current employer?

\_\_\_ MONTHS  
\_\_\_ YEARS

LF6. In an average week, how many hours do you usually work?

\_\_\_  
ENTER NUMBER 1-999

LF7. Would you prefer full time work (more than 30 hours a week)?

- 1 YES  
0 NO

LF8. Is your current job year-round or seasonal?

- 1- YEAR-ROUND  
2- SEASONAL  
3- TEMPORARY

LF8a. Some people have to work in a job that is outside their chosen field because of a lack of jobs in their chosen field.

Are you . . .

1. Currently working in a job outside your chosen field because of a lack of jobs in the field, or  
2. Currently for another reason, or  
3. are you working in a job in your chosen field

LF9. Do you work shifts at your current job?

- 1 YES – GO TO LF9A  
0 NO GO TO LF10

LF9A. What type of shifts do you work? Do you work ...

- 1- days  
2- evenings up to midnight  
3- nights after midnight  
4- weekends, or  
5- rotating shifts  
7- NONE/SOMETHING ELSE

LF10. Next, I am going to ask you about getting to and from your job. When you commute, do you think in terms of miles, or time spent traveling?

- 1- MILES GO TO LF10A  
2- MINUTES GO TO LF10B  
9- REFUSED GO TO LF11

LF10A. Including the distance in town, how many miles do you spend traveling (one way) from your home to your job?

\_\_\_ MILES GOTO LF11

LF10B. How many minutes to you spend traveling (one way) to your job?

\_\_\_ MINUTES

LF11. In your current job are you paid hourly or a salary, or something else?

- 1 HOURLY GO TO LF11A  
2 SALARY GO TO LF11B  
3 COMMISION GO TO LF11B  
4 CONTRACT/LUMP SUM GO TO LF11B  
5 OTHER \_\_\_\_\_ GO TO LF11B

LF11A. What is the approximate hourly wage you receive?

\$ \_\_\_\_\_ GO TO LF11C

LF11B. What is your salary before taxes?

\$ \_\_\_\_\_

CHECK:

WEEKLY,  
MONTHLY, OR  
YEARLY

LF11C. How often are you paid from your current job?

1. weekly
2. bimonthly (twice a month/every two weeks)
3. monthly (once a month)
4. quarterly (four times a year)
5. semi-annually (twice a year)
6. annually (once a year)
7. OTHER GO TO LF11D
- 9 DK OR REFUSED

LF11D. Other pay schedule

---

LF12. Even though you currently have a job (OR ARE SELF EMPLOYED), would you be interested in ...CHANGING JOBS?

- |   |       |            |
|---|-------|------------|
| 1 | YES   |            |
| 2 | MAYBE |            |
| 0 | NO    | GO TO LF13 |

LF12A. What would be the MAIN FACTOR influencing your decision, to change jobs? Would you say it would be (ROTATED):

- 1- an increase in pay
- 2- an increase in benefits (specify)
- 3- improvement in working conditions –

GO TO LF12B

- 4- more career advancement opportunities
- 5- because you feel you are underutilizing your skills
- 6- to gain more job status, or prestige
- 7 –OTHER (SPECIFY)
- 9- DK OR REFUSED

LF12B. If you decided to change jobs, what type of working conditions improvements would you be looking for?

---

LF13. Would you be interested in working another job, in addition to the job you have right now?

- |                 |             |
|-----------------|-------------|
| 1- YES          | GO TO LF14a |
| 0- NO           | GO TO INS1  |
| 2- MAYBE        | GO TO LF14a |
| 9 DK OR REFUSED | GO TO INS1  |

CHECKPOINT

IF LF12 OR LF13 NE 1 OR 2 GO TO CHILDCARE1

LF14. Next, how do you usually learn about job openings? Do you see/use... (YES/NO TO EACH ONE)

- LF14a. vocational or career counselors
- LF14B. the local job service (public employment agency)
- LF14C. a private employment agency
- LF14D. job postings at current place of employment
- LF14E. a school or university employment center
- LF14F. newspaper advertisements
- LF14G. television advertisements
- LF14H. word of mouth (friends, family, etc)
- LF14I. (DELETE SEE/USE) contact employers directly
- LF14J. internet, web, computer listings SPECIFY
- LF14K. I- other media sources (radio, tv, magazines, etc) SPECIFY
- LF14L. I- other SPECIFY

IF LF14J = YES. How do you usually learn about job openings on the internet? DON'T READ RESPONSES

1. Dice.com
2. Monster.com
3. Southwestwanted.com
4. MT Job Service – Job Central
5. Any other State of MT website
5. Private employment agency website
6. Newspaper website
7. Careerbuilder.com
8. Yahoo.com
9. Google.com
10. Specific business website
11. Other (specify)

LF15. If you could choose, how many TOTAL hours per week would you like to work?

\_\_\_ HOURS

LF16. How interested would you be if an employer were to offer flexible work shifts, where hours were arranged around your schedule?

- 5 EXTREMELY INTERESTED
- 4 VERY INTERESTED
- 3 SOMEWHAT INTERESTED
- 2 NOT VERY INTERESTED
- 1 NOT AT ALL INTERESTED
- 9 DK OR REFUSED GO TO LF17

LF16A. How many hours per week would you want to work in this flexible position?

\_\_\_ HOURS

LF17. In general, would you be most interested in year-round or seasonal work?

- 1- YEAR-ROUND
- 2- SEASONAL
- 3- NEITHER
- 4- BOTH
- 5- NOT AT ALL INTERESTED
- 9-DON'T KNOW OR REFUSED

LF18. If you could choose your own work timetable, which would you prefer? (CHECK ONLY ONE ANSWER)

- 1- days
- 2- evenings up to midnight
- 3- nights after midnight
- 4- weekends
- 5- rotating shifts, or
- 6- flexible shifts
- 7- (DO NOT READ) NONE OF THESE
- 8- (DO NOT READ) DK OR REFUSED

LF19. In general, would you be willing to work different shifts in order to obtain better PAY?

- 1 YES
- 0 NO

Next, We would like to know if you would be willing to be educated or trained in a number of occupational areas.

LF20a. Would you be willing to be educated or trained in INFORMATION COMPUTER TECHNOLOGY?

Example: Computer programming, technical support and related skills

- 1 YES
- 0 NO

LF20b. Would you be willing to be educated or trained in the HEALTH SERVICE FIELDS?

Example: Hospital based occupations.

- 1 YES
- 0 NO

LF20c. Would you be willing to be educated or trained in the TRUCKING OR TRANSPORTATION FIELDS? Ex:

Driving or dispatching occupations

- 1 YES
- 0 NO

LF20d. Would you be willing to be educated or trained in the PRODUCTION AND MANUFACTURING FIELDS?

- 1 YES GO TO LF20d1
- 0 NO GO TO LF20e

LF20d1. Would you be willing to be educated or trained in making products that are made of any type of plant or animal-based material?

- 1 YES
- 0 NO

LF20e. Would you be willing to be educated or trained in the MACHINE TRADES? (ex. mechanic, welder, etc)

- 1 YES
- 0 NO

LF20f. Would you be willing to be educated or trained in the CONSTRUCTION TRADES? (ex. Carpentry, electrician, plumber, bricklayer, etc.)

- 1 YES
- 0 NO

LF20g. Would you be willing to be educated or trained in the Energy Production FIELDS? (ex. Oil well drilling, coal mining, coal to gas liquefaction.)

- 1 YES
- 0 NO

LF20h. **Would you be willing to be educated or trained in the Teaching and Education FIELDS?** (ex. Elementary or secondary school teaching)

1 YES  
0 NO

LF21. **What type of training would you be MOST LIKELY to consider? Would it be . . .**

2. 3 months or less of training  
3. 3 months to 18 months  
4. 19 to 23 months of training  
5. 2 to 4 years of training, or  
6. over 4 years of training (ex. Masters, doctorate, etc)  
7. A formal apprenticeship with a Montana organized labor union or other organization  
1. on-the-job-training  
8. UNSURE / DON'T KNOW  
9. (DO NOT READ) REFUSED

LF22. **In the past three years have you received any job skills training?**

1- YES  
0 NO GO TO LF24

LF23. **Did you receive job skills training in ....**

1 YES  
0 NO

LF23a. basic skills (reading, writing, basic math)

LF23b. product - sales (marketing, sales training)

LF23c. interpersonal skills (leadership, career dev)

LF23d. thinking and organizing (problem solving, time management)

LF23e. quality improvement (customer service or satisfaction)

LF23f. technical skills (computer skills, trade skills)

LF23g. safety (health or safety training)

LF24a. If LF22 = 1 then: **What kind of organization or program provided you with the training?**

Public 1 GO TO LF25b  
Private 2 GO TO LF25b  
Organized labor apprenticeship 3  
On the job training 4  
Other (specify) 5  
DK 8

LF24b. If LF23a = 1 or 2: **Is that a 2-year or 4-year organization?**

2-year and under 1  
More than 2-year 2  
DK 8

**Next, I'm going to read a list of types of businesses. Please tell me if you would be willing to work for them.**

LF25a. **Would you work for a . . . A WELDING OR METAL FABRICATION COMPANY?**

1 YES  
0 NO

LF25b. **Would you be willing to work for . . . (OR How about . . . ) A PRODUCTION MANUFACTURING COMPANY**

1 YES GO TO LF25C  
0 NO GO TO LF25D

LF25c. **What about a company that makes products out of ANY TYPE of plant or animal-based material?**

1 YES  
0 NO

LF25d. **Would you be willing to work for a . . . (OR How about . . . ) A CUSTOMER SERVICE / TECHNICAL SUPPORT CALL CENTER**

1 YES  
0 NO

LF26. **Keeping in mind the minimum wage rate in Montana is \$6.25 per hour, what is the lowest HOURLY wage you would accept for work?**

\$ \_\_\_\_\_ . \_\_\_\_\_

LF27. **What is the maximum distance, one way in miles that you would be willing to commute from your home to obtain the HOURLY wages you have just listed?**

\_\_\_\_\_ MILES

LF28A. Are you trained for an occupation other than the one in which you are currently employed?

- 1 YES  
0 NO

LF28B. Are you trained for an occupation other than the one in which you are currently seeking employment?

- 1 YES  
0 NO

LF28C. What is the occupation you are trained for?

---

LF29. What factor would be most important to you if you decided to accept a job in that field you just mentioned?

Would you say it would be . . .

1. pay
2. benefits (specify)
3. career advancement opportunities
4. job status, or prestige
5. WOULD CHOOSE NOT TO ACCEPT JOB IN THIS OCCUPATION
8. DK
9. REFUSED

Next, I am going to read a list of job benefits. Do you consider each of these job benefits very important, somewhat important, or not important, if you were to CHANGE JOBS/TAKE A JOB?

- 3...VERY IMPORTANT  
2...SOMEWHAT IMPORTANT  
1...NOT IMPORTANT

- BENE1. health insurance  
BENE2. child care assistance  
BENE3. flexible work hours  
BENE4. sick leave  
BENE5. tuition reimbursement  
BENE6. profit sharing  
BENE7. retirement plan  
BENE8. paid vacation  
BENE9. paid holidays  
BENE10. on-the-job-training  
BENE11. differential pay (increased pay for shift work)

CHILD1. Are you currently using any child care service?

- 1 YES  
0 NO - SKIP TO INS1

CHILD2. How many children in your household are in child care?

\_\_ NUMBER IN CHILD CARE

CHILD3. Next, we would like to ask if you have had any problems or issues with child care services.

First, have you had a problem finding child care during the time of day that you need services?

- 1 YES  
0 NO

CHILD4. Next, have you had a problem finding quality child care services that you can afford?

- 1 YES  
0 NO

CHILD5. If child care assistance was offered by an employer, how important would this be in your decision to seek employment or change jobs? Would you say . . .

- 1- very important  
2- somewhat important  
3- not important

Now we have some questions just for classification purposes...

**EDUC1. What is the highest grade or year of regular school you have ever attended?**

- 01 Grade School
- 02 Grade School
- 03 Grade School
- 04 Grade School
- 05 Grade School
- 06 Grade School
- 07 Grade School
- 08 Grade School
- 09 High School
- 10 High School
- 11 High School
- 12 High School
- 13 College
- 14 College
- 15 College
- 16 College
- 17 College
- 18 College
- 19 College
- 20 College (20 or more)
- 98 DK GO TO EDUC2
- 99 Refused GO TO EDUC2

**EDUC1A. Did you finish that grade (year) and get credit for it?**

- 1 Now attending this grade (year)
- 2 Finished this grade (year)
- 3 Did not finish this grade (year)
- 8 DK
- 9 Refused
- 10

**EDUC2. Did you receive a high school diploma or pass a high school equivalency test?**

ENTER THE APPROPRIATE RESPONSE CODE.

- 1 Yes
- 2 No
- 8 DK
- 9 Refused

**EDUC. What degree or degrees did you receive?**  
CODE HIGHEST DEGREE RECEIVED.

- 1 Less than high school
- 2 High school diploma or equivalency
- 3 Associate, two-year, junior college
- 4 Bachelor's degree
- 5 Master's degree
- 6 Doctorate
- 7 Professional (MD, JD, DDS, etc.)

8

DK

**RACE1. Are you Spanish/ Hispanic/ Latino?**

- 1 YES
- 0 NO

**RACE2. What is your race? Mark one or more races (X).**

- A American Indian or Alaska Native
- B African Am., Black, or Negro
- C White
- D Asian or Pacific Islander
- E Some other race

**INCOME. Was your TOTAL HOUSEHOLD INCOME for 2007?**

- 1 . . . 100 thousand dollars or more?
- 2 . . . Between 75 and 100 thousand dollars, or
- 3 . . . Between 50 and 75 thousand
- 4 . . . Between 40 and 50 thousand
- 5 . . . Between 30 and 40 thousand
- 6 . . . Between 25 and 30 thousand
- 7 . . . Between 20 and 25 thousand
- 8 . . . Between 15 and 20 thousand
- 9 . . . Between 10 and 15 thousand
- 10 . . . Less than 10,000 dollars

98 DO NOT KNOW

99 REFUSED

**NUMEARNERS. How many persons, including yourself, contribute to the household income?**

- 1 TO 6 RECORD RESPONSE
- 7 7 OR MORE
- 8 DO NOT KNOW
- 9 NO RESPONSE; REFUSED

THOSE ARE ALL THE QUESTIONS THAT I HAVE FOR YOU. THANK YOU VERY MUCH FOR YOUR HELP AND HAVE A GOOD DAY/EVENING -- THANKS AGAIN.

AFTER YOU HANG UP, PLEASE ENTER THE RESPONDENT'S GENDER:

1- MALE

2- FEMALE

# Montana Department of Labor and Industry

**WORKFORCE SERVICES DIVISION**



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