

Labor Availability in North Central Montana

June 2009

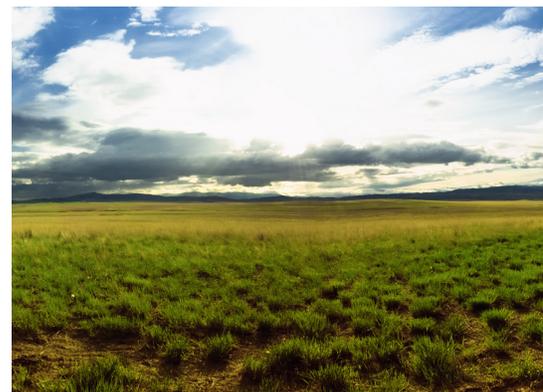
By

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Prepared for

Opportunity Link



Acknowledgments

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

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Introduction and Overview

This report details the findings of a comprehensive evaluation of labor force availability in the 11 counties of north central Montana. During the summer and fall of 2008, researchers at The University of Montana's Bureau of Business and Economic Research (BBER) surveyed a random sample of adults in Blaine, Cascade, Chouteau, Glacier, Hill, Judith Basin, Liberty, Phillips, Pondera, Teton, and Toole counties to assess the labor force status, availability, training preferences and other characteristics. The survey contacted Montana households by both landline and cellular telephone. A copy of the survey questionnaire is included in the Appendix.

Additional surveys were collected from American Indian households from the three reservations within the region: Blackfeet, Fort Belknap and Rocky Boy's. A second round of surveys was conducted in February 2009 to gather additional responses from Fort Belknap and Rocky Boy's, so that statistically reliable results could be presented from all three reservations.

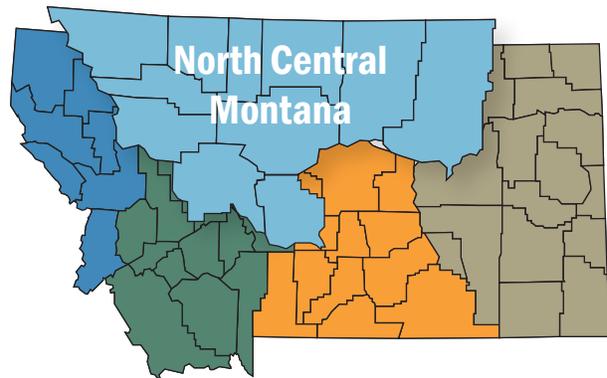
This report was produced under contract by the BBER for Opportunity Link. This project was conducted in close coordination with a statewide study of labor availability, sponsored by the Montana Department of Labor and Industry, conducted over the same time period. We are grateful to the Department and to Commissioner Keith Kelly for their generous cooperation with this effort.

The purpose of the project was to construct and present a more comprehensive assessment of labor force status and availability than can be obtained from the employment and unemployment statistics gathered regularly by state and federal statistical agencies. The emphasis was on those in the adult labor force who are receptive to new job opportunities. This includes both the under- and the unemployed.

Methods

BBER surveyed residents of north central Montana 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 1,145 completed interviews.

The landline sample was selected by random-digit dial. Within-household respondent selection was made using the Kish method. Within region and racial category the cellular



COUNTIES:

Blaine	Liberty
Cascade	Phillips
Chouteau	Pondera
Glacier	Teton
Hill	Toole
Judith Basin	

telephone sample was selected randomly from a list provided by Survey Samples International, Inc.

The overall rate of sampling error rate for this survey is +/- 3.2%, or +/- 3,600 adult residents of the region. This means that if the survey were repeated 100 times, in 95 of the replications the estimates found would be within +/- 3.2% of those published here. Sampling error rates for sub-samples of this study will be higher.

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.

The survey instrument used in this study is similar to what was used by the BBER in an earlier study (2002).

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 34 hours a week or less, 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

Summary of Results and Findings

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. There are estimated to be 30,700 adults who described themselves as available for new job opportunities in north central Montana. That total included:

- 9,500 people employed full time who said they would switch jobs if better opportunities became available;
- 3,500 people who were employed part-time because no suitable full time work was available;
- 10,500 workers who were willing to take on a second job in addition to their current job;
- 7,200 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 region is significantly higher than figures such as the unemployment rate, taken by themselves, would suggest.

BBER researchers were also able to assess the demographic profile, educational attainment, wage and commute distance preferences, training interests and other characteristics of the available workforce, which are summarized in Table 1.1.

Examining the demographic and educational characteristics of the available workforce, we find that:

- The available labor force is predominantly younger, with those aged 18-44 years accounting for more than two-thirds of the total;
- Those whose highest educational credential is a high school diploma or GED constitute 62 percent of the available workforce. More than one in 10 of those who are receptive to new employment opportunities do not have a high school degree;
- 15.5 percent of the available workforce in north central Montana, or approximately 4,800 potential workers, have a four-year college degree.

In terms of wage expectations and commuting preferences, there was considerable variability in survey responses. The median response to the question of minimum acceptable

hourly wage was \$10, but 18.2 percent said they would work for minimum wage (\$6.55). And while more of the available workforce preferred shorter commutes, almost one in five potential workers said they would consider employment opportunities 30 or more miles away.

The survey also gathered information on the training and industry preferences from those either actively seeking or otherwise amenable to new job opportunities. Some of the key findings include:

- Information and computer technology, health services fields, and teaching and education were ranked as the three most attractive fields for training, followed by energy production fields, construction trades, and machine trades;
- More than one-third of the available workforce who are currently employed said that they preferred on-the-job training, with the next highest fraction – 17 percent – indicating a preference for training programs of two to four years in length;
- 38 percent of the employed available labor supply have received training in the past three years, most commonly in technical skills, safety, or customer service;
- Almost half of the employed available labor force is working in an occupation that is different than what they were trained for.

Information on the available labor supply was also broken down geographically into three sub-regions of north central Montana: central, north central and northwestern counties. In some instances there were some important differences, with the labor supply tending to be younger, less educated, and more willing to commute outside the more urbanized central sub-region than within.

The characteristics and size of the available labor force in three American Indian reservations in north central Montana were also separately estimated. These were the Blackfeet Reservation, Fort Belknap Reservation and Rocky Boy’s Reservation. The results portray an American Indian available workforce that is younger and slightly more likely to be unemployed than the average for the north central Montana region.

This project also gathered valuable information on the training preferences and the currently used sources of labor market information for the northern Montana labor force.

Organization of the Report

In the remainder of this report we give a more detailed statistical description of the available labor force for three distinct geographies: north central Montana as a whole, three of its sub-regions, and the three American Indian reservations contained within its borders.

Table 1.1
Estimated Available Labor Supply
North Central Montana, 2008

Available Labor Supply = 30,700

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	13,700	18-24	9,700	Less than High School	3,400
Female	17,000	25-44	11,100	High School graduate	19,000
		45-54	6,300	Some post high school	3,500
		55+	3,600	College graduate	4,800

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	5,600	0-10 miles	11,000
\$6.56-9.99	9,400	11-20 miles	8,800
\$10.00-11.99	5,900	21-30 miles	5,000
\$12.00-17.99	6,100	More than 30 miles	5,900
\$18.00+	3,700		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	16,900	Welding or metal plant	9,400
Health service fields	14,200	Production manufacturing plant	7,800
Trucking & transportation	4,600	Biomanufacturer	4,600
Production and manufacturing	7,700	Customer service call center	9,600
Biomanufacturing	4,300		
Machine trades	8,700		
Construction trades	8,700		
Energy production fields	10,100		
Teaching & education	12,500		

* Respondents could reply to more than one category

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

Labor Availability in North Central Montana

The data collected from respondents was used to compile a detailed statistical description of the available labor force in north central Montana. We present those results in this section.

North Central Montana

Sizable proportions of the north central Montana adult population identify themselves as not available for new job opportunities, as depicted in Figure 2.1. This includes 45.4 percent who are employed who say they would not be interested in new job opportunities, as well as 27.5 percent who are not in the labor force. The remaining categories shown in the figure – which account for approximately 27.2 percent of the region’s adult population – comprise the available labor force that is the focus of this study.

This available labor force is substantially larger than the

number of unemployed. As shown in Figure 2.2, the unemployed in north central Montana were estimated to number approximately 7,200 in the period the survey was administered. The largest category of available workers in the region were those who said they were looking for a second job, estimated at 10,500 workers. The total number of available workers is estimated to total 30,700 workers.

In terms of wage expectations and commuting preferences, there was considerable variability in survey responses. The median response to the question of minimum acceptable hourly wage was \$10, but 18.2 percent said they would work for minimum wage (\$6.55). And while more of the available workforce preferred shorter commutes, almost one in five potential workers said they would consider employment opportunities 30 or more miles away.

Figure 2.1
The Labor Force Status of the Adult Population in North Central Montana

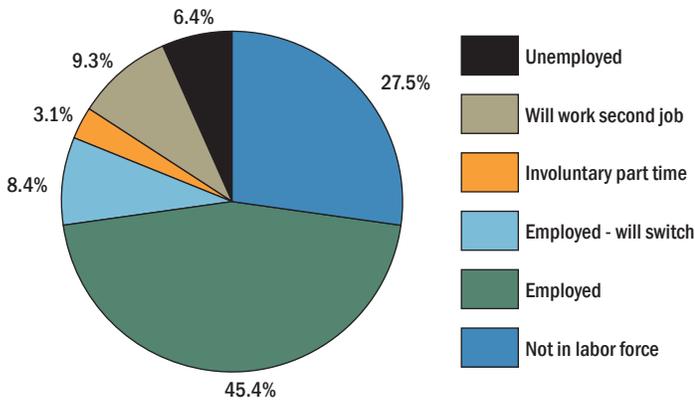


Figure 2.2
The Available Labor Force in North Central Montana

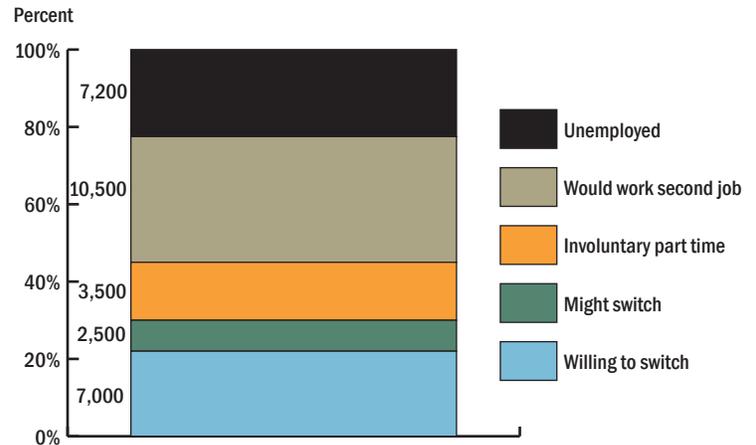


Figure 2.3
Minimum Acceptable Wage,
North Central Montana Available Labor Supply

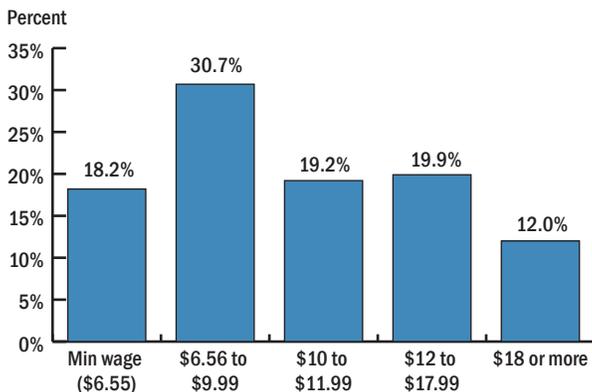
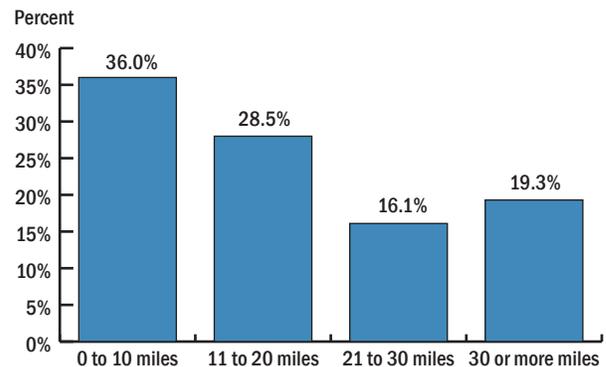


Figure 2.4
Maximum Commute Distance,
North Central Montana Available Labor Supply



There is considerable variability in the composition of the separate categories of available labor, as shown in Figures 2.5 – 2.8. Unemployed tend to be much younger and slightly less educated. Those who are interested in switching jobs tend to be longer term residents of the region, and are significantly older. Those who are interested in adding a second job tend to be younger as well.

Workers with a high school diploma or GED as their highest educational credential dominate the available work force in north central Montana. The median age of the available worker is 35 years.

Tables 2.4 through 2.16 detail survey responses to job preferences, job preparation, training needs and other aspects of the available work force.

Figure 2.5
Available Labor Force by Age, North Central Montana

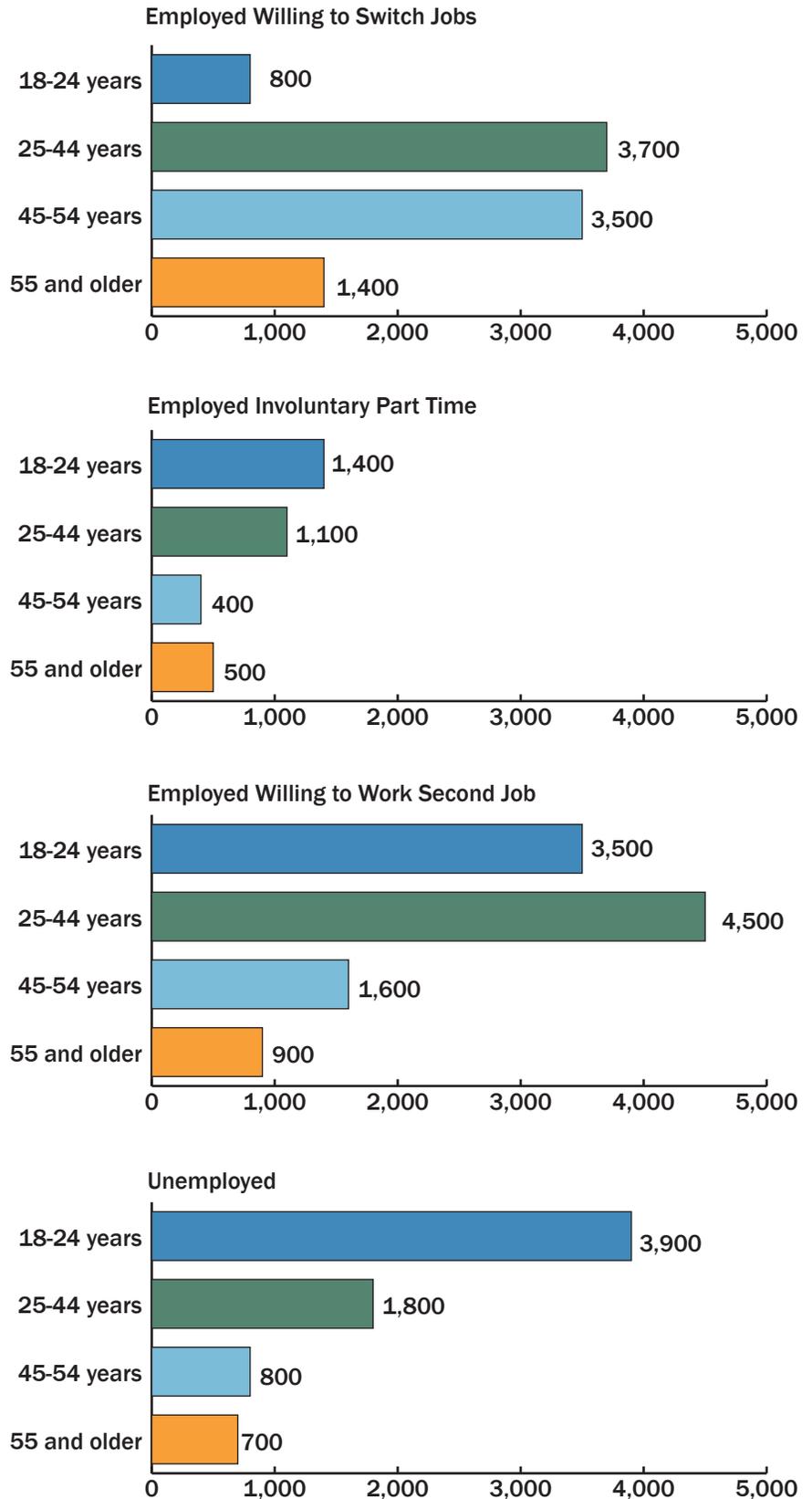


Figure 2.6
Available Labor Force by Education, North Central Montana

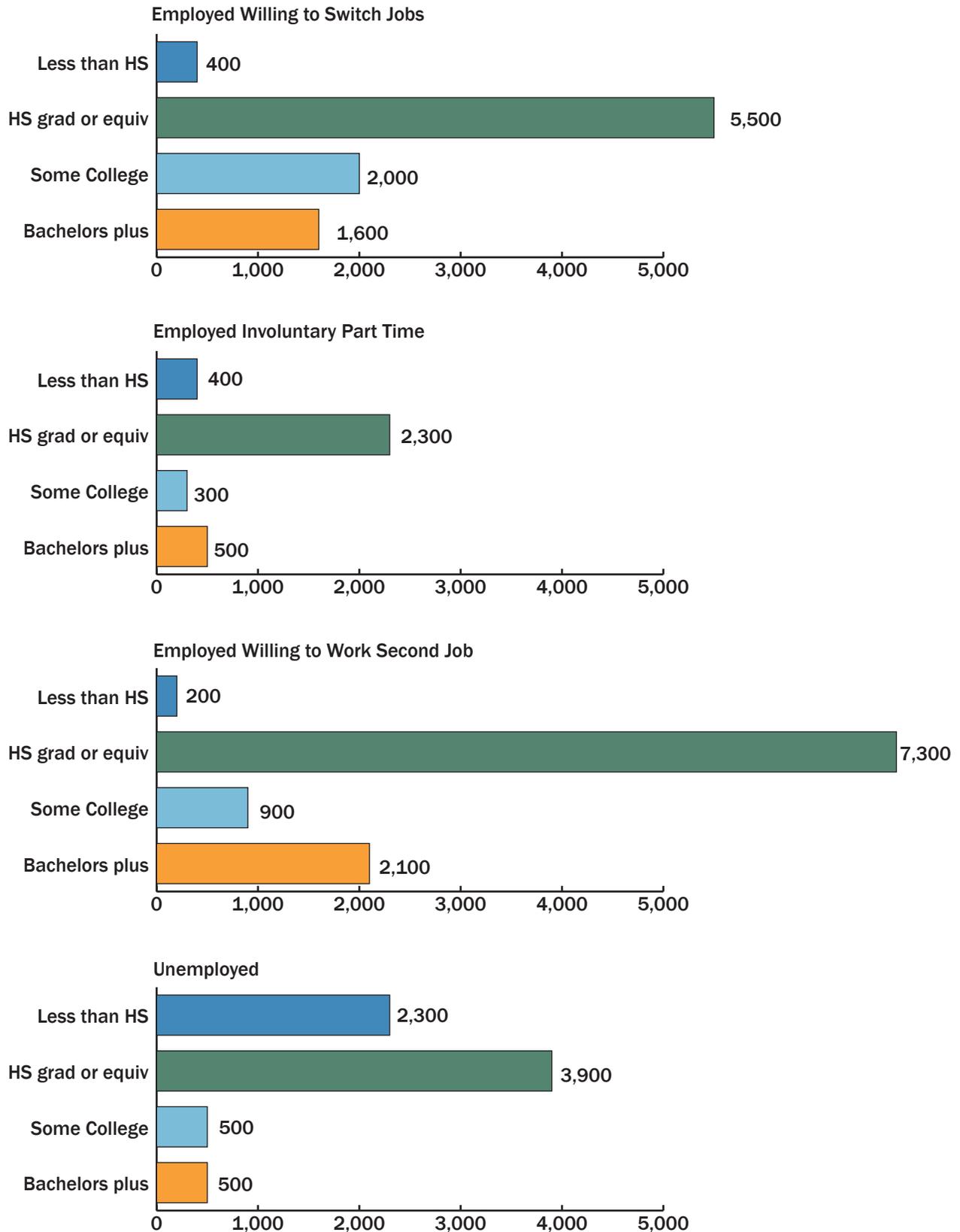


Figure 2.7
Available Labor Force by Length of Residence, North Central Montana

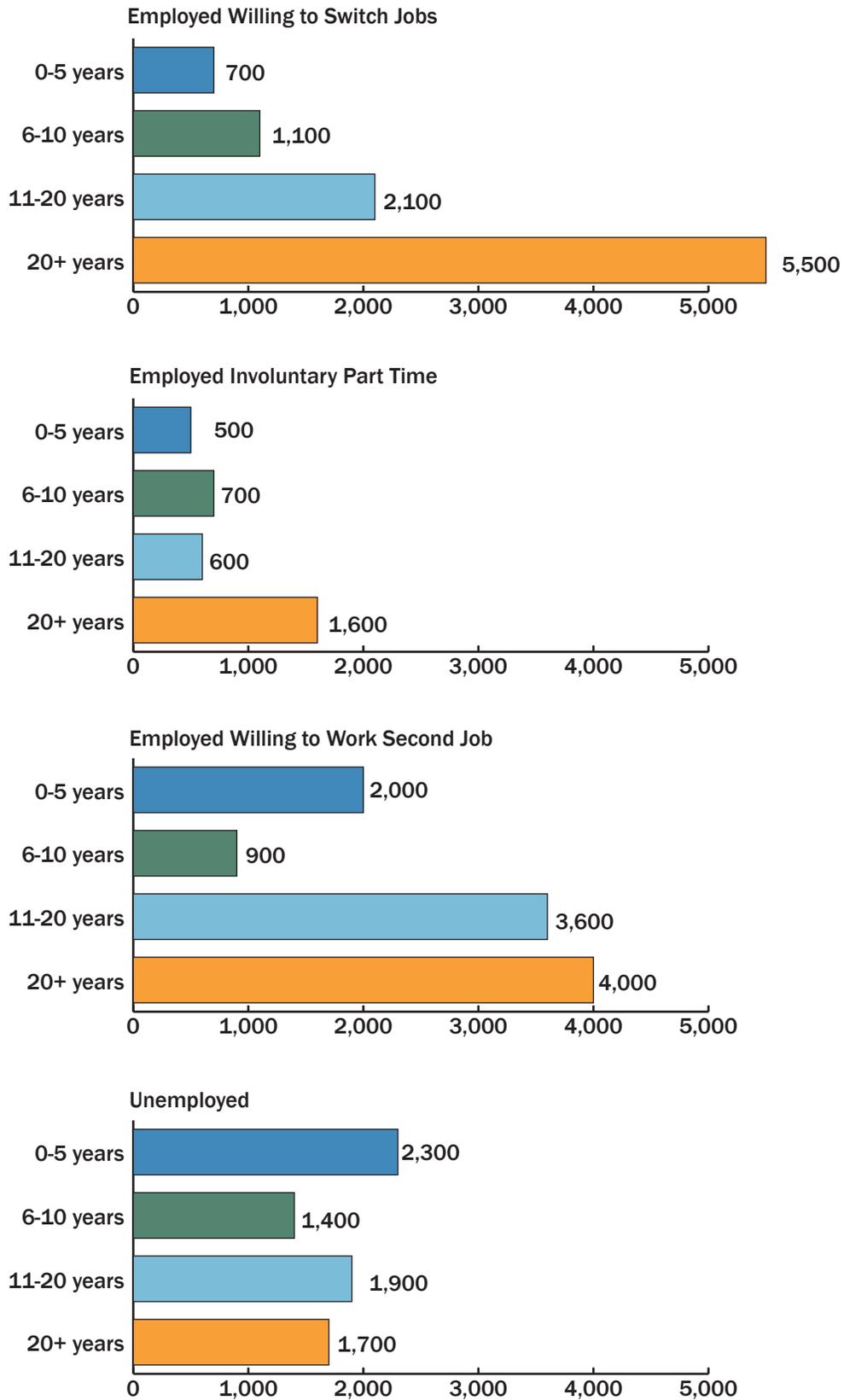
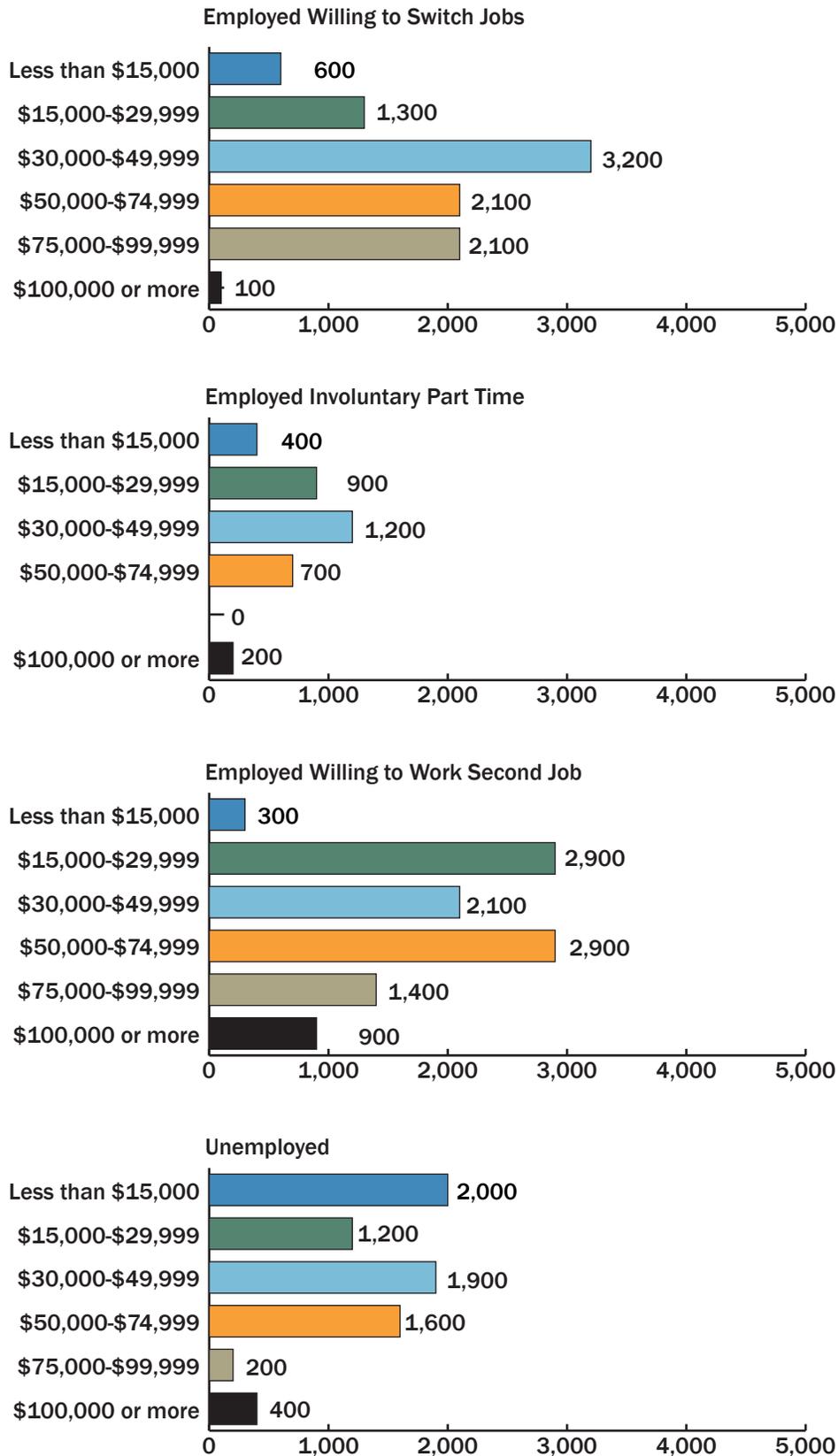


Figure 2.8
Available Labor Force by Household Income, North Central Montana



North Central Montana Sub-Regions

The sampling procedures were designed to allow us to make statistically reliable estimates of labor availability for three sub-regions within north central Montana as shown in Figure 2.9: the Central region (Cascade and Judith Basin counties), the North Central region (Liberty, Chouteau, Blaine, Hill and Phillips counties) and the Northwestern region (Glacier, Toole, Pondera and Teton counties).

There are some important differences in the age composition, educational attainment, and wage expectations

between sub-regions, as shown in Figures 2.10-2.13. In the more urbanized Central region, the available workforce is older, more highly educated, and with higher wage expectations. Results for the Northwestern region are quite different from the other two sub-regions with respect to age, education and wage expectations. Tables 2.4 – 2.14 detail the survey responses to questions on labor availability, training preferences, and other characteristics of the available work force.

Figure 2.9
North Central Montana Sub-Regions

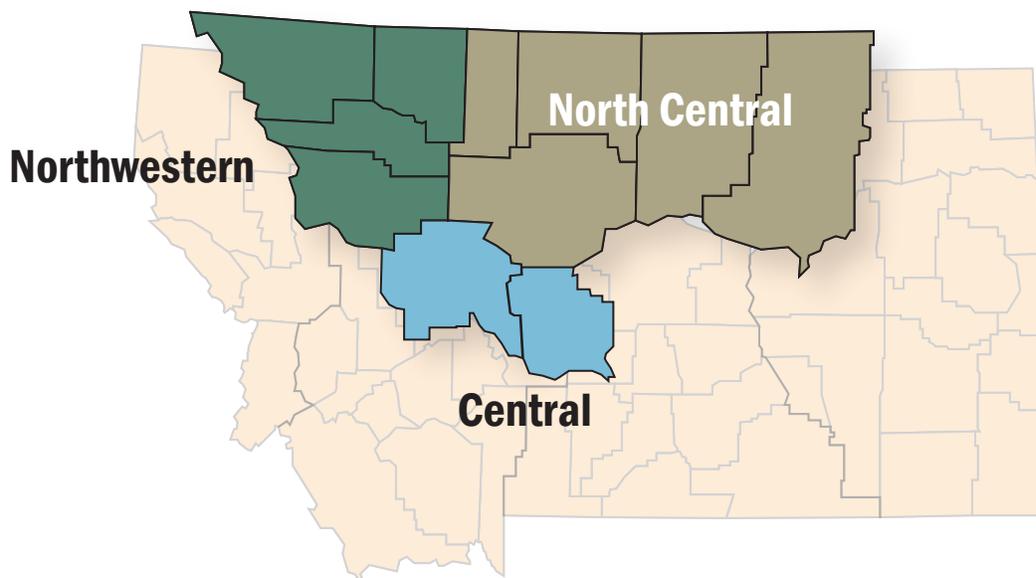


Table 2.1
Estimated Available Labor Supply
Central Region, 2008

Available Labor Supply = 16,400

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	7,800	18-24	3,900	Less than High School	800
Female	8,600	25-44	6,900	High School graduate	10,700
		45-54	3,700	Some post high school	1,800
		55+	1,900	College graduate	3,100

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	2,800	0-10 miles	6,500
\$6.56-9.99	3,300	11-20 miles	5,400
\$10.00-11.99	3,700	21-30 miles	2,900
\$12.00-17.99	3,400	More than 30 miles	1,600
\$18.00+	2,500		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	9,100	Welding or metal plant	5,400
Teaching and education	7,200	Production manufacturing plant	4,000
Health service fields	7,100	Biomanufacturer	2,300
Energy production fields	5,300	Customer service call center	5,200
Construction trades	4,700		
Production and manufacturing	4,600		
Machine trades	4,500		
Biomanufacturing	2,700		
Machine trades	4,500		

* Respondents could reply to more than one category

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

Table 2.2
Estimated Available Labor Supply
North Central Region, 2008

Available Labor Supply = 8,100

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	3,800	18-24	2,400	Less than High School	1,000
Female	4,300	25-44	2,600	High School graduate	4,900
		45-54	1,800	Some post high school	1,100
		55+	1,300	College graduate	1,100

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	1,800	0-10 miles	2,100
\$6.56-9.99	1,700	11-20 miles	2,300
\$10.00-11.99	1,700	21-30 miles	1,200
\$12.00-17.99	1,900	More than 30 miles	1,800
\$18.00+	900		

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

* Respondents could reply to more than one category

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

Table 2.3
Estimated Available Labor Supply
Northwestern Region, 2008

Available Labor Supply = 6,200

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	2,100	18-24	3,400	Less than High School	1,600
Female	4,100	25-44	1,600	High School graduate	3,400
		45-54	800	Some post high school	600
		55+	400	College graduate	600

WAGES AND COMMUTING			
LOWEST WAGE ACCEPTABLE	WORKERS	MAXIMUM COMMUTE	WORKERS
Minimum wage	1,000	0-10 miles	2,400
\$6.56-9.99	4,400	11-20 miles	1,100
\$10.00-11.99	500	21-30 miles	900
\$12.00-17.99	800	More than 30 miles	2,500
\$18.00+	300		

TRAINING AND INDUSTRY PREFERENCES			
WILLING TO BE TRAINED IN...	WORKERS*	WILLING TO WORK FOR A...	WORKERS*
Information computer technology	4,300	Welding or metal plant	1,400
Health service fields	4,100	Production manufacturing plant	1,400
Teaching and education	2,800	Biomanufacturer	800
Machine trades	2,400	Customer service call center	2,500
Energy production fields	2,000		
Construction trades	1,700		
Production and manufacturing	1,300		
Trucking and transportation	900		
Biomanufacturing	500		

* Respondents could reply to more than one category

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

Figure 2.10
Labor Force Status, Percent, Opportunity Link Regions,
January - September 2008

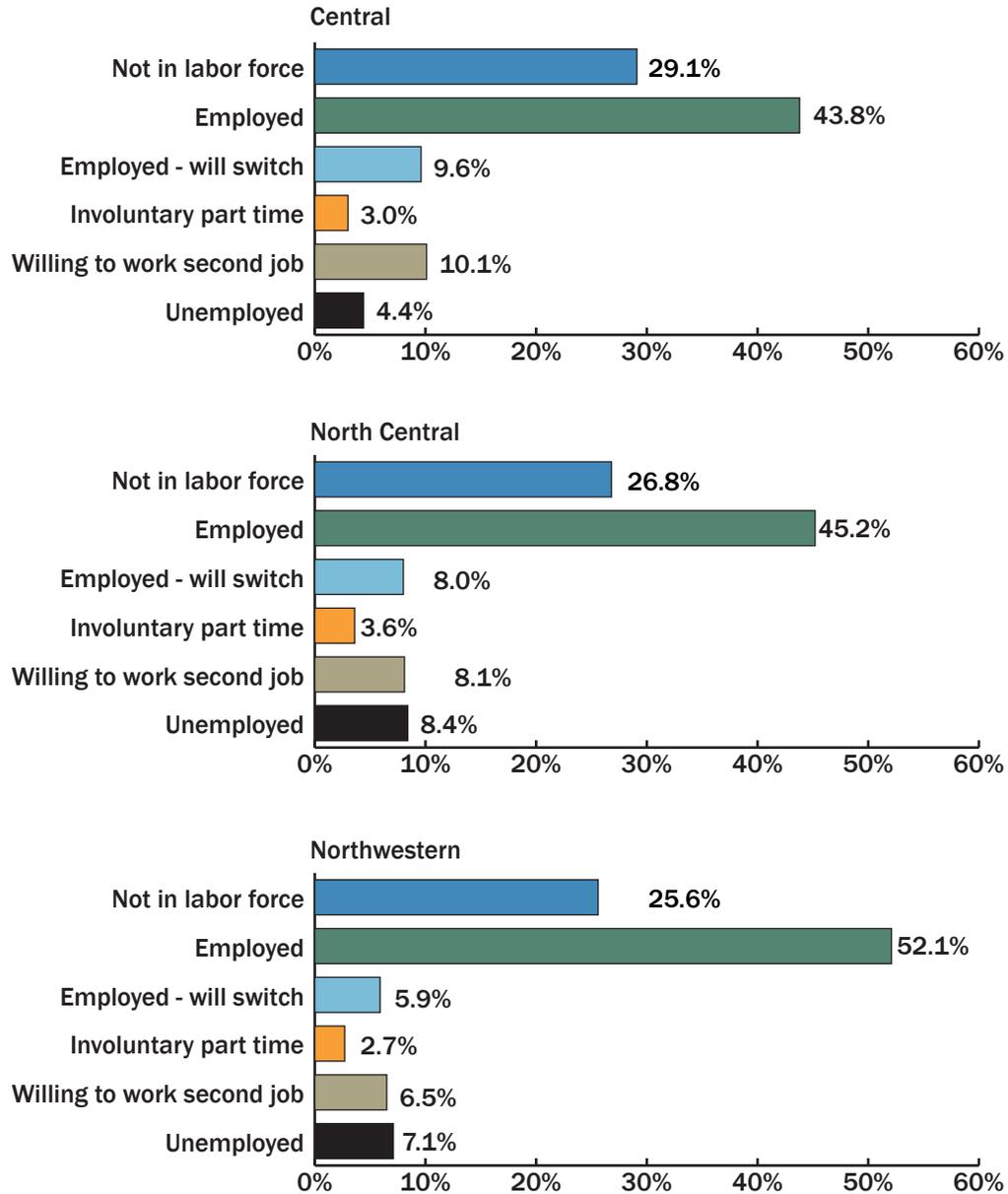


Figure 2.11
Available Labor Force by Age, Percent, Opportunity Link Regions,
January - September 2008

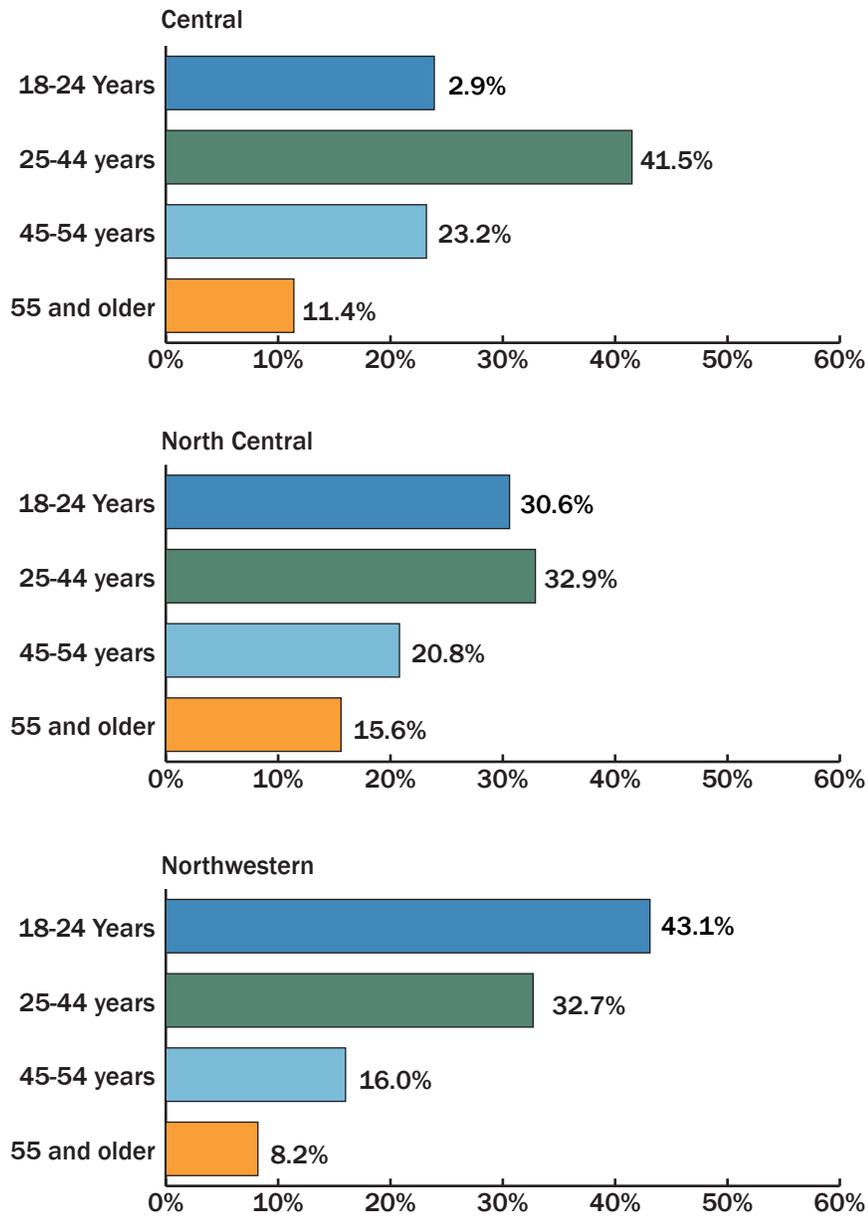


Figure 2.12
Available Labor Force by Education, Percent, Opportunity Link Regions,
January - September 2008

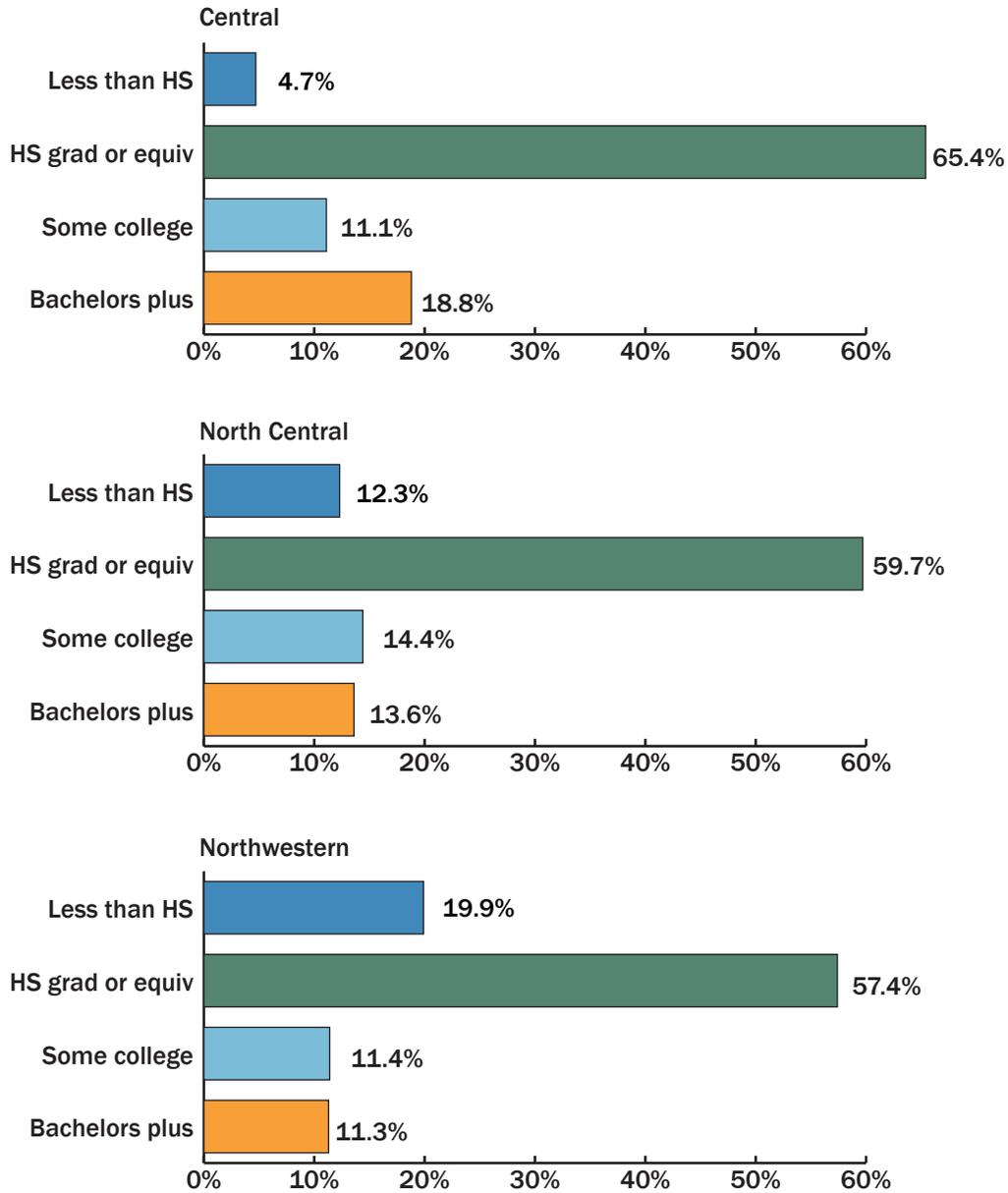


Figure 2.13
Available Labor Force by Minimum Acceptable Wage, Percent,
Opportunity Link Regions, January - September 2008

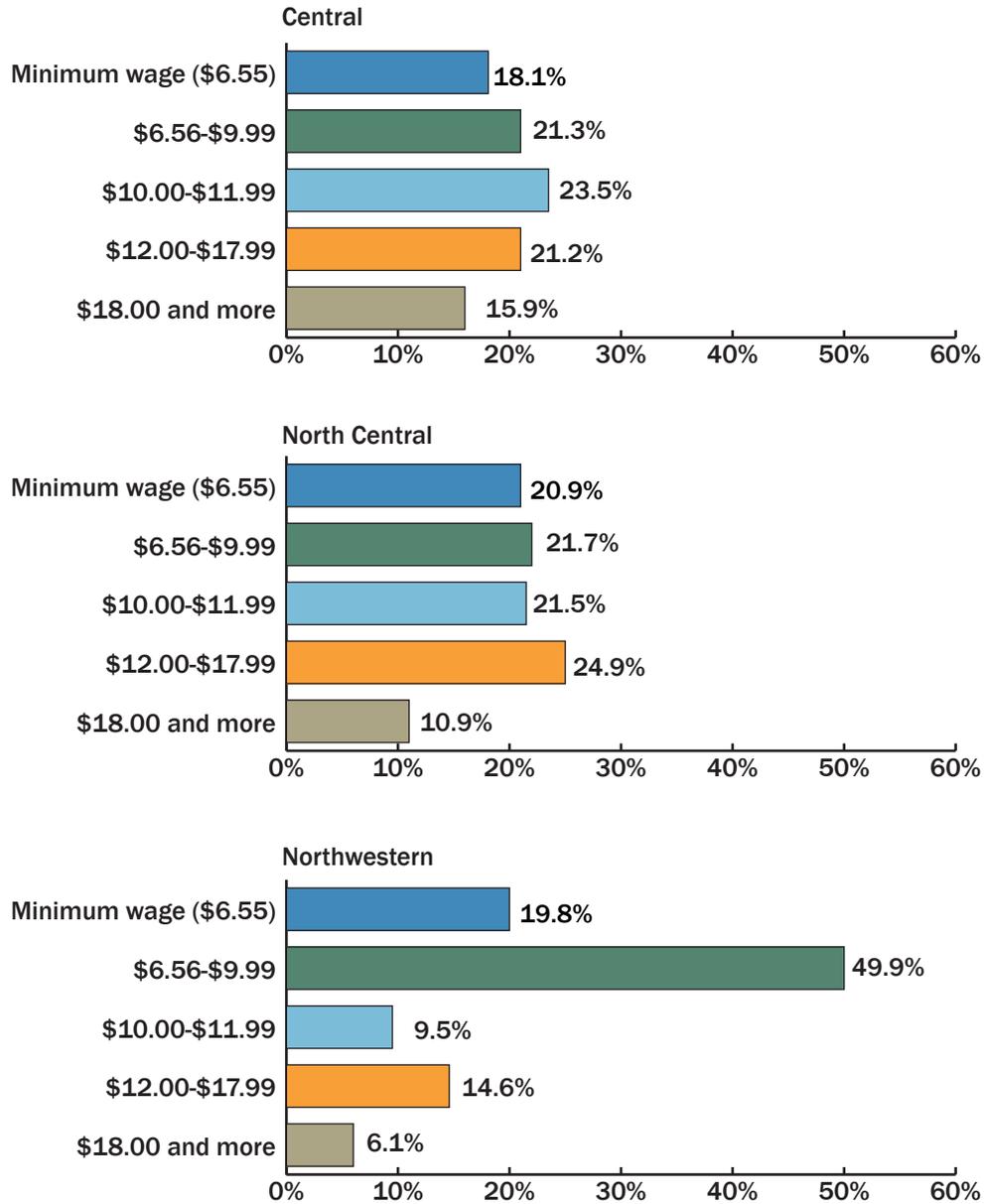


Table 2.4
Labor Force Status
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Labor Force Status	Not in labor force	29.1%	26.8%	25.6%	27.5%
	Employed	43.8%	45.2%	52.1%	45.4%
	Employed-willing to switch	7.4%	5.5%	4.1%	6.2%
	Employed-might switch	2.2%	2.5%	1.8%	2.2%
	Employed-involuntary part-time	3.0%	3.6%	2.7%	3.1%
	Employed -willing to work another job	10.1%	8.1%	6.5%	9.3%
	Unemployed	4.4%	8.4%	7.1%	6.4%
	Total	60,800	28,800	23,600	113,200

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

Table 2.5
Age and Education
Percentage of the Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Age	18-24 years	23.9%	30.6%	43.1%	31.7%
	25-44 years	41.5%	32.9%	32.7%	36.2%
	45-54 years	23.2%	20.8%	16.0%	20.5%
	55 and older	11.4%	15.6%	8.2%	11.6%
Education	Less than HS	4.7%	12.3%	19.9%	10.9%
	HS Grad or GED	65.4%	59.7%	57.4%	62.0%
	Some college	11.1%	14.4%	11.4%	11.6%
	BA +	18.8%	13.6%	11.3%	15.5%
	Total	16,400	8,100	6,200	30,700
Median age, years		39	39	29	35

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

Table 2.6
Lowest Acceptable Wage and Maximum Commuting Distance
Percentage of the Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Lowest Acceptable Wage	Minimum wage (\$6.55)	18.1%	20.9%	19.8%	18.2%
	\$6.56-\$9.99	21.3%	21.7%	49.9%	30.7%
	\$10-\$11.99	23.5%	21.5%	9.5%	19.2%
	\$12.00-\$17.99	21.2%	24.9%	14.6%	19.9%
	\$18.00 and more	15.9%	10.9%	6.1%	12.0%
	Total	16,400	8,100	6,200	30,700
Lowest Acceptable Wage, Median		\$10.00	\$10.00	\$8.00	\$10.00
Maximum Commuting Distance	0-10 miles	39.9%	29.2%	19.8%	36.0%
	11-20 miles	32.7%	30.7%	49.9%	28.5%
	21-30 miles	17.5%	15.5%	9.5%	16.1%
	More than 30 miles	9.9%	24.6%	14.6%	19.3%
	Total	16,400	8,100	6,200	30,700
Maximum Commuting Distance, Median		15	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 2.7
Working Outside Chosen Field
Percentage of the Employed Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Job Outside Chosen Field	Working outside field because of lack of jobs	16.0%	20.9%	37.6%	20.2%
	Outside field for another reason	23.7%	9.3%	15.2%	18.9%
	Working in chosen field	60.4%	69.8%	47.2%	60.9%
	Total	13,700	5,700	4,000	23,400

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

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

Table 2.8
Interest in Changing Jobs
Percentage of the Employed Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Even though you currently have a job (OR ARE SELF EMPLOYED), would you be interested in CHANGING jobs?	Yes	64.3%	49.1%	59.6%	58.3%
	Maybe	14.4%	28.9%	19.5%	18.3%
	No	21.3%	22.0%	20.9%	23.4%
	Total	13,700	5,700	4,000	23,400
Main Reason for Changing Jobs	An increase in pay	44.9%	51.2%	38.0%	45.3%
	An increase in benefits	13.8%	5.7%	4.5%	9.8%
	Improvement in working conditions	8.8%	14.7%	16.8%	11.9%
	More career advancement opportunities	10.7%	14.7%	10.0%	11.7%
	Underutilizing your skills	15.5%	10.9%	21.6%	15.4%
	To gain more job status, or prestige	6.2%	2.9%	9.1%	5.9%

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

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

Table 2.9
Sources for Learning About Job Openings
Percentage of the Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Vocational or career counselors	Yes	7.6%	2.9%	10.1%	6.5%
	No	92.4%	97.1%	89.9%	93.5%
The local job service (public employment agency)	Yes	31.9%	30.3%	52.8%	37.6%
	No	68.1%	69.7%	47.2%	62.4%
A private employment agency	Yes	1.1%	3.3%	8.1%	2.8%
	No	98.9%	96.7%	91.9%	97.2%
Job postings at current place of employment	Yes	22.7%	29.3%	26.1%	24.1%
	No	77.3%	70.7%	73.9%	75.9%
A school or university employment center	Yes	12.2%	7.0%	5.8%	9.3%
	No	87.8%	93.0%	94.2%	90.7%
Newspaper advertisements	Yes	49.9%	51.9%	62.0%	52.5%
	No	50.1%	48.1%	38.0%	47.5%
Television advertisements	Yes	22.5%	11.5%	12.8%	17.1%
	No	77.5%	88.5%	87.2%	82.9%
Word of mouth (friends, family, etc)	Yes	66.4%	62.9%	62.0%	62.1%
	No	33.6%	37.1%	38.0%	37.9%
Contact employers directly	Yes	59.4%	48.5%	51.9%	54.9%
	No	40.6%	51.5%	48.1%	45.1%
Internet, web, computer listings	Yes	48.6%	35.6%	51.8%	47.7%
	No	51.4%	64.4%	48.2%	52.3%
Other media sources (radio, tv, magazines, etc)	Yes	18.9%	12.5%	13.7%	15.6%
	No	81.1%	87.5%	86.3%	84.4%
Total		16,400	8,100	6,200	30,700

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

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

Table 2.10
Willingness to Train in Various Fields
Percentage of the Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Information or Computer Technology	Yes	57.0%	43.1%	64.7%	56.3%
	No	43.0%	56.9%	35.3%	43.7%
Health Services	Yes	44.9%	38.2%	60.4%	47.9%
	No	55.1%	61.8%	39.6%	52.1%
Trucking or Transportation	Yes	13.1%	20.5%	18.6%	15.5%
	No	86.9%	79.5%	81.4%	84.5%
Production and Manufacturing in General	Yes	29.2%	22.5%	26.8%	25.9%
	No	70.8%	77.5%	73.2%	74.1%
Bio Manufacturing	Yes	16.6%	13.2%	11.5%	14.2%
	No	83.4%	86.8%	88.5%	85.8%
Machine Trades	Yes	29.0%	22.1%	36.4%	29.3%
	No	71.0%	77.9%	63.6%	70.7%
Construction Trades	Yes	29.8%	28.3%	33.8%	28.9%
	No	70.2%	71.7%	66.2%	71.1%
Energy Production	Yes	33.4%	35.0%	39.6%	33.6%
	No	66.6%	65.0%	60.4%	66.4%
Teaching and Education	Yes	45.3%	31.3%	45.2%	41.8%
	No	54.7%	68.7%	54.8%	58.2%
	Total	16,400	8,100	6,200	30,700

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

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

Table 2.11
Type of Training Desired
Percentage of the Employed Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
What type of training would you be most likely to consider?	On-the-job-training	34.3%	46.4%	38.8%	36.4%
	3 months or less	13.6%	7.1%	7.6%	10.0%
	4 months to 18 months	13.2%	12.2%	7.9%	11.2%
	19 to 23 months	6.6%	15.0%	10.4%	11.9%
	2 to 4 years	10.6%	13.2%	29.6%	17.0%
	Over 4 years	4.0%	2.8%	2.7%	3.2%
	A formal apprenticeship with a Montana organized labor union or other organization	7.5%	3.4%	3.0%	5.2%
	None of these	10.2%	.0%	.0%	5.1%
	Total	13,700	5,700	4,000	23,400

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

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

Table 2.12
Skill Training Received in Last 3 Years
Percentage of the Employed Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
In the past three years have you received any job skills training?	Yes	47.9%	36.0%	23.0%	37.9%
	No	52.1%	64.0%	77.0%	62.1%
	Total	13700	5700	4000	23400
Basic skills (reading, writing, basic math)	Yes	11.5%	38.8%	21.3%	19.1%
	No	88.5%	61.2%	78.7%	80.9%
Product - sales (marketing, sales training)	Yes	28.5%	29.5%	28.6%	28.7%
	No	71.5%	70.5%	71.4%	71.3%
Interpersonal skills (leadership, career dev)	Yes	59.2%	50.1%	62.1%	57.3%
	No	40.8%	49.9%	37.9%	42.7%
Thinking and organizing (problem solving, time management)	Yes	62.1%	62.6%	68.0%	62.9%
	No	37.9%	37.4%	32.0%	37.1%
Quality improvement (customer service or satisfaction)	Yes	68.1%	54.5%	64.3%	64.5%
	No	31.9%	45.5%	35.7%	35.5%
Technical skills (computer skills, trade skills)	Yes	83.6%	83.9%	54.1%	80.4%
	No	16.4%	16.1%	45.9%	19.6%
Safety (health or safety training)	Yes	72.1%	69.3%	64.9%	70.7%
	No	27.9%	30.7%	35.1%	29.3%

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

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

Table 2.13
Willingness to Work for a
Percentage of the Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Welding or metal fabrication firm	Yes	34.4%	32.5%	29.1%	31.6%
	No	65.6%	67.5%	70.9%	68.4%
Production manufacturing firm in general	Yes	27.1%	30.9%	28.2%	27.2%
	No	72.9%	69.1%	71.8%	72.8%
Bio manufacturing firm	Yes	14.1%	18.6%	15.7%	15.0%
	No	85.9%	81.4%	84.3%	85.0%
Customer service/ technical support call center	Yes	32.9%	23.5%	39.9%	32.3%
	No	67.1%	76.5%	60.1%	67.7%
Total		16,400	8,100	6,200	30,700

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

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

Table 2.14
Trained for More Than 1 Occupation and Main Reason Respondent Would Consider Changing Occupations
Percentage of the Employed Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Are you trained for an occupation other than the one in which you are currently employed?	Yes	58.7%	42.8%	39.1%	48.1%
	No	41.3%	57.2%	60.9%	51.9%
	Total	13,700	5,700	4,000	23,400
What factor would be most important to you if you decided to accept a job in your other occupation?	Job status or prestige	3.0%	2.6%	12.0%	4.4%
	Career advancement opportunities	20.7%	7.6%	26.0%	18.4%
	Benefits	21.2%	14.8%	12.9%	18.4%
	Pay	55.1%	67.2%	45.0%	56.4%
	Would not accept a job in another occupation	.0%	7.7%	4.0%	2.5%

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

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

Table 2.15
Importance of Benefit if Changing or Accepting a Job
Percentage of the Employed Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Health insurance	Very important	83.8%	89.0%	83.1%	85.8%
	Somewhat important	7.6%	5.7%	11.5%	7.4%
	Not important	8.6%	5.3%	5.4%	6.7%
Child care assistance	Very important	22.5%	25.8%	46.6%	29.1%
	Somewhat important	16.2%	11.7%	7.8%	12.7%
	Not important	61.4%	62.6%	45.6%	58.2%
Flexible work hours	Very important	52.3%	38.7%	41.4%	46.8%
	Somewhat important	36.6%	32.2%	47.1%	38.1%
	Not important	11.0%	29.1%	11.5%	15.0%
Sick leave	Very important	64.2%	75.7%	66.4%	69.4%
	Somewhat important	27.6%	16.9%	26.2%	23.3%
	Not important	8.1%	7.3%	7.3%	7.4%
Tuition reimbursement	Very important	35.6%	47.2%	46.9%	41.3%
	Somewhat important	33.2%	26.7%	31.7%	32.1%
	Not important	31.2%	26.2%	21.4%	26.6%
Profit sharing	Very important	36.5%	22.6%	24.4%	31.7%
	Somewhat important	40.9%	40.3%	50.2%	40.2%
	Not important	22.6%	37.2%	25.4%	28.2%
Retirement plan	Very important	81.3%	84.2%	74.6%	81.8%
	Somewhat important	13.2%	13.0%	14.8%	12.8%
	Not important	5.5%	2.8%	10.6%	5.5%
Paid vacation	Very important	80.9%	80.9%	62.6%	76.0%
	Somewhat important	13.6%	16.7%	32.3%	19.7%
	Not important	5.5%	2.4%	5.1%	4.4%
Paid holidays	Very important	77.9%	81.0%	52.8%	72.6%
	Somewhat important	17.9%	16.0%	42.9%	23.7%
	Not important	4.2%	3.0%	4.3%	3.7%
On-the-job-training	Very important	77.0%	79.0%	72.0%	77.8%
	Somewhat important	22.0%	17.8%	24.8%	20.3%
	Not important	1.0%	3.2%	3.1%	1.9%
Differential pay (increased pay for shift work)	Very important	42.8%	59.4%	47.8%	48.1%
	Somewhat important	38.1%	23.2%	40.0%	35.4%
	Not important	19.1%	17.4%	12.3%	16.4%
Total		13,700	5,700	4,000	23,400

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

Table 2.16
Employee Child Care Needs
Percentage of the Employed Available Labor Supply
Opportunity Link Regions
January – September 2008

		Regions			
		Central Region	North Central Region	Northwestern Region	Total
Currently using any child care	Yes	10.3%	13.1%	9.3%	10.3%
	No	89.7%	86.9%	90.7%	89.7%
	Total	13700	5700	4000	23400
Problems with child care	Yes	37.5%	62.0%	70.8%	51.3%
	No	62.5%	38.0%	29.2%	48.7%
Problem finding affordable child care	Yes	43.8%	28.4%	46.0%	39.6%
	No	56.2%	71.6%	54.0%	60.4%
If child care was offered by your employer, how important would that be in your choice to accept or keep a job?	Very important	19.3%	.0%	.0%	9.8%
	Somewhat important	50.5%	39.7%	29.0%	43.2%
	Not important	30.2%	60.3%	71.0%	47.1%
Number of children in child care, Median		1	2	2	2

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

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

Results for North Central Montana American Indian Reservations

We estimate that the total available American Indian labor force on the three reservations in north central Montana – Blackfeet, Fort Belknap and Rocky Boy’s – to be 4,800 workers. This pool is 44 percent male. The profiles of the available labor force for

the three reservations are presented in the tables and figures below. As can be seen, there are some important differences, both between reservations as well as between the American Indian labor force and the region as a whole.

Table 3.1
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.

Table 3.2
Estimated Available American Indian Labor
Supply, Fort Belknap Reservation, 2008

Available Labor Supply = 900

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

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

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

*Respondents could reply to more than one category.

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

Table 3.3
Estimated Available American Indian Labor
Supply, Rocky Boy's Reservation, 2008

Available Labor Supply = 1,100

GENERAL CHARACTERISTICS					
GENDER	WORKERS	AGE	WORKERS	EDUCATION	WORKERS
Male	600	18-24	400	Less than High School	200
Female	500	25-44	500	High School graduate	600
		45-54	200	Some post high school	200
		55+	0	College graduate (4yr)	100

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

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

*Respondents could reply to more than one category.

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

Figure 3.1
American Indian Labor Force Status , Percent,
Opportunity Link Reservations, January - September 2008

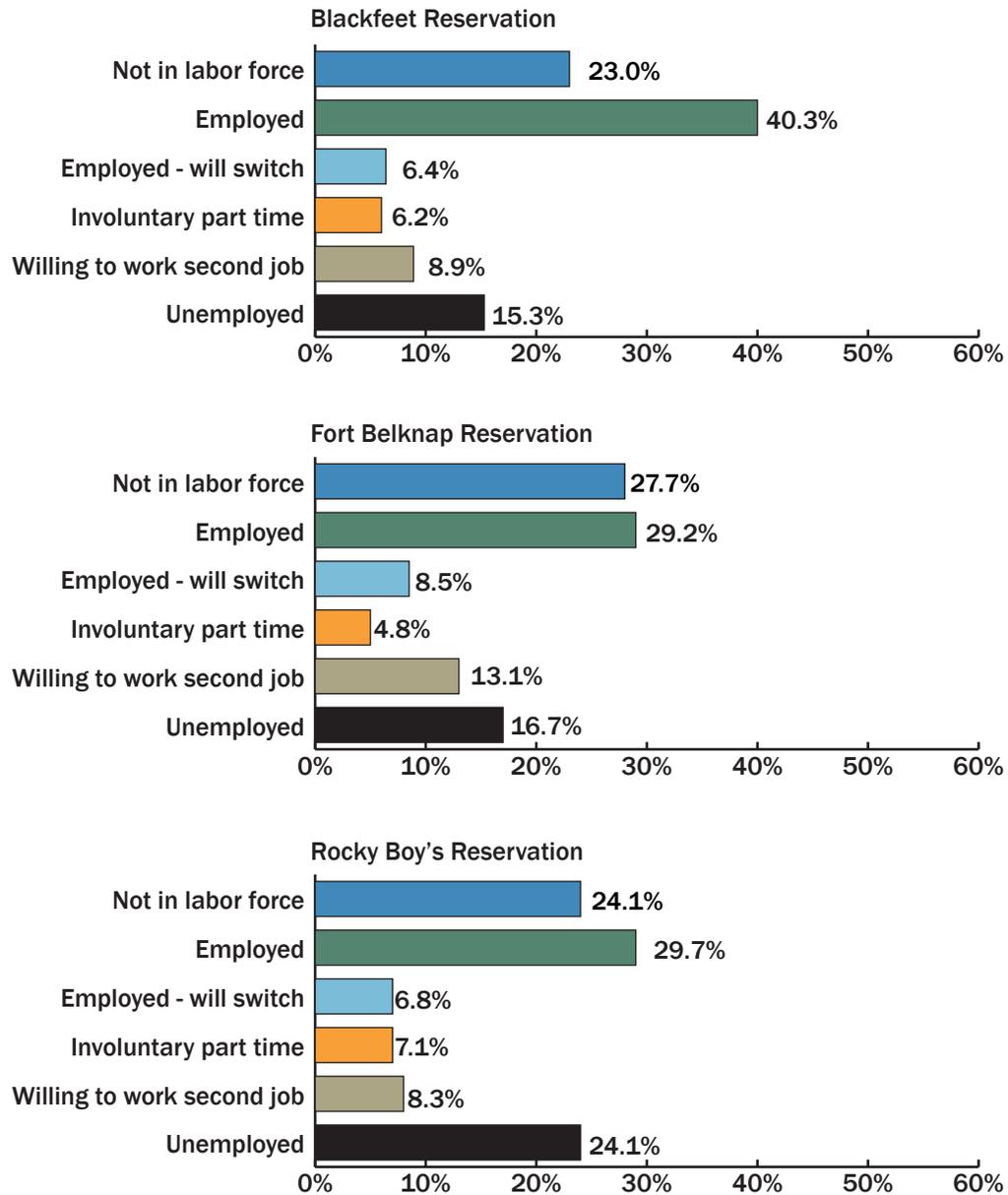


Figure 3.2
American Indian Available Labor Force by Age, Percent,
Opportunity Link Reservations, January - September 2008

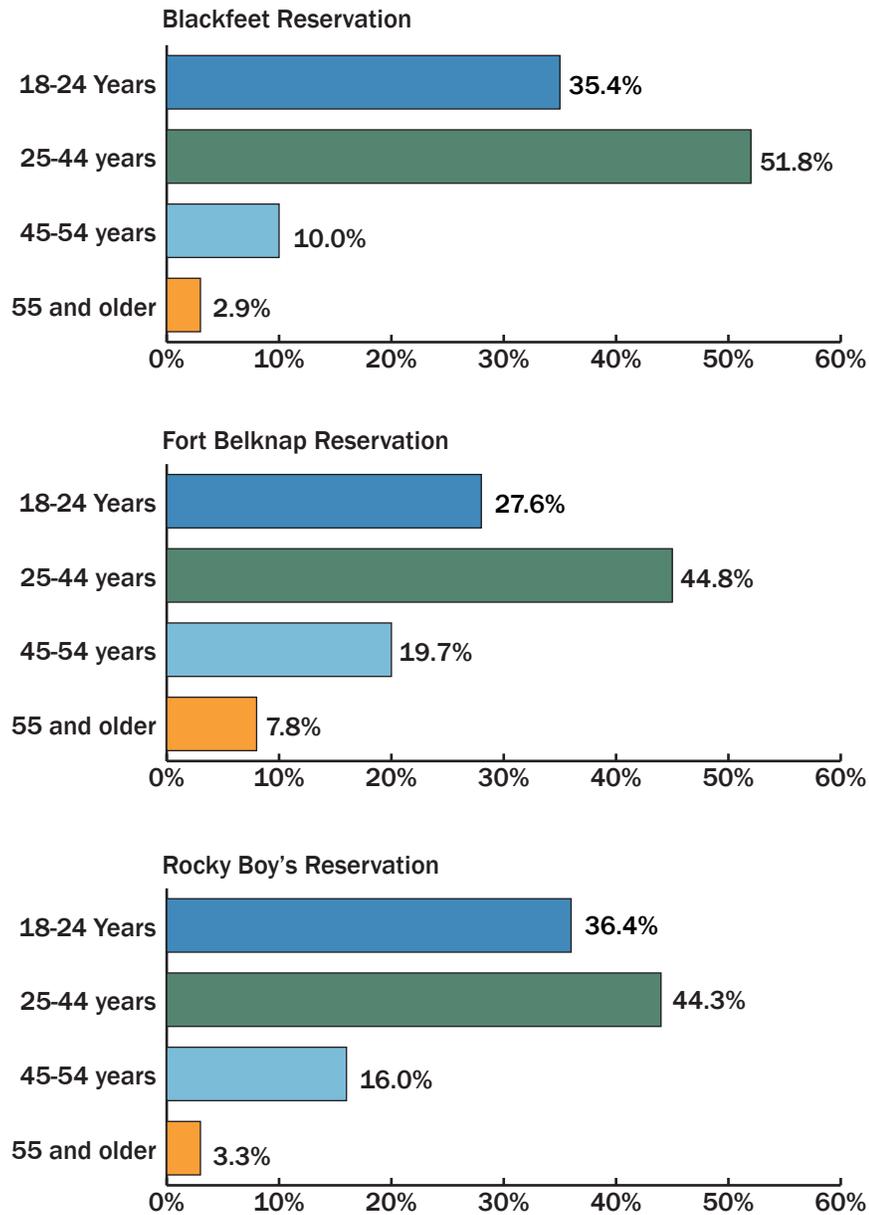


Figure 3.3
American Indian Available Labor Force by Education, Percent,
Opportunity Link Reservations, January - September 2008

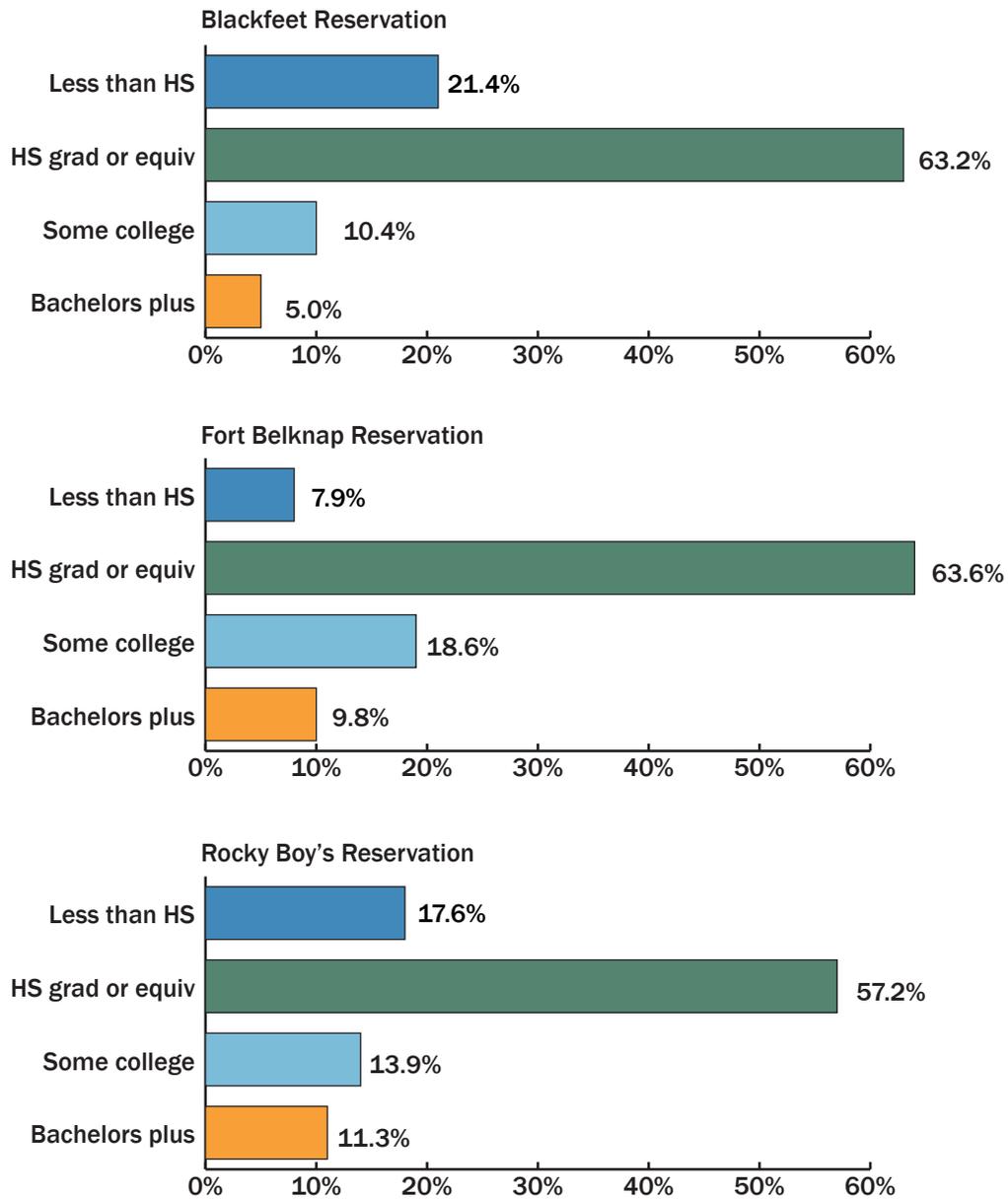


Figure 3.4
American Indian Available Labor Force by Minimum Acceptable Wage, Percent, Opportunity Link Reservations, January - September 2008

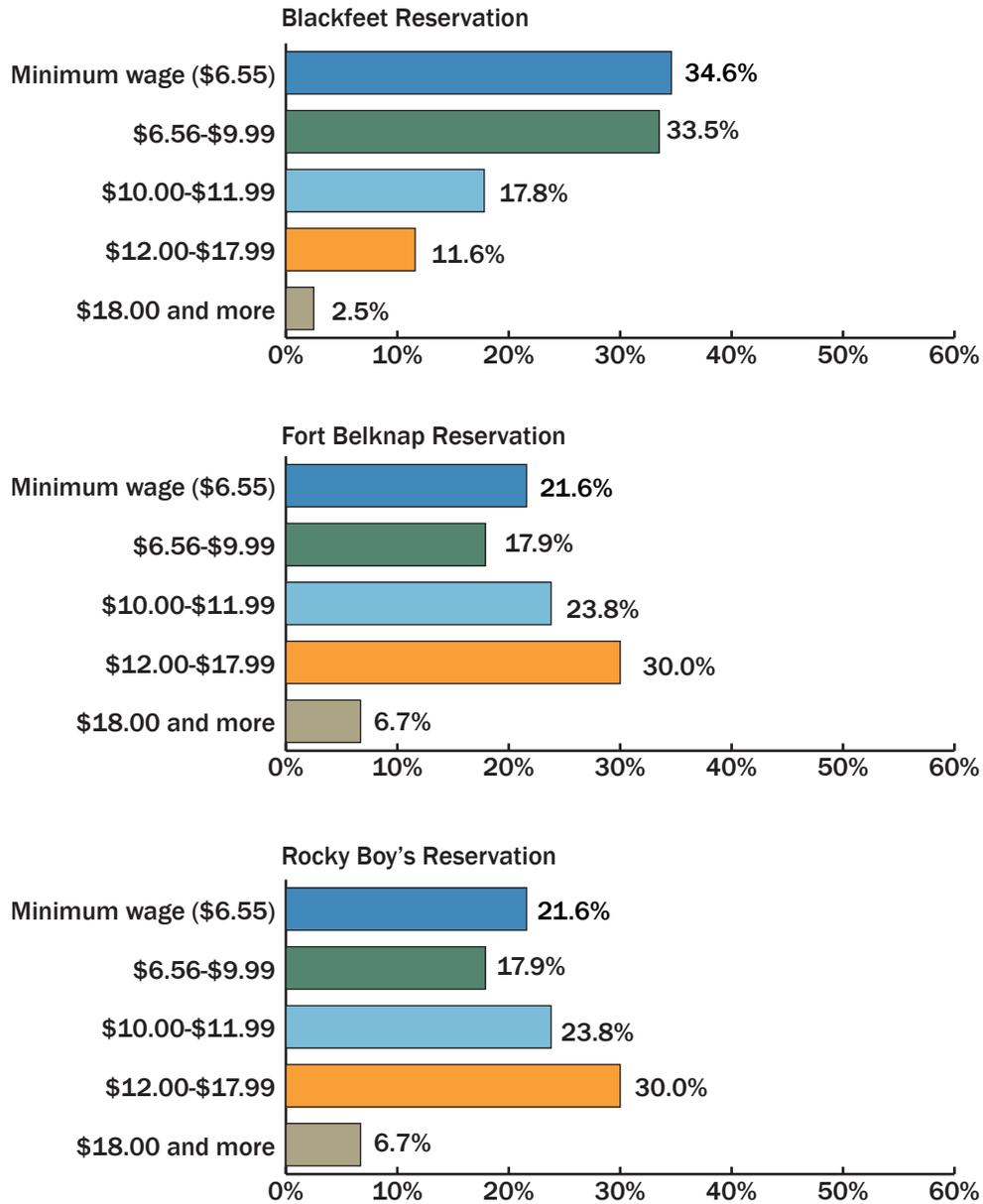


Figure 3.5
American Indian Available Labor Force by Maximum Commute, Percent, Opportunity Link Reservations, January - September 2008

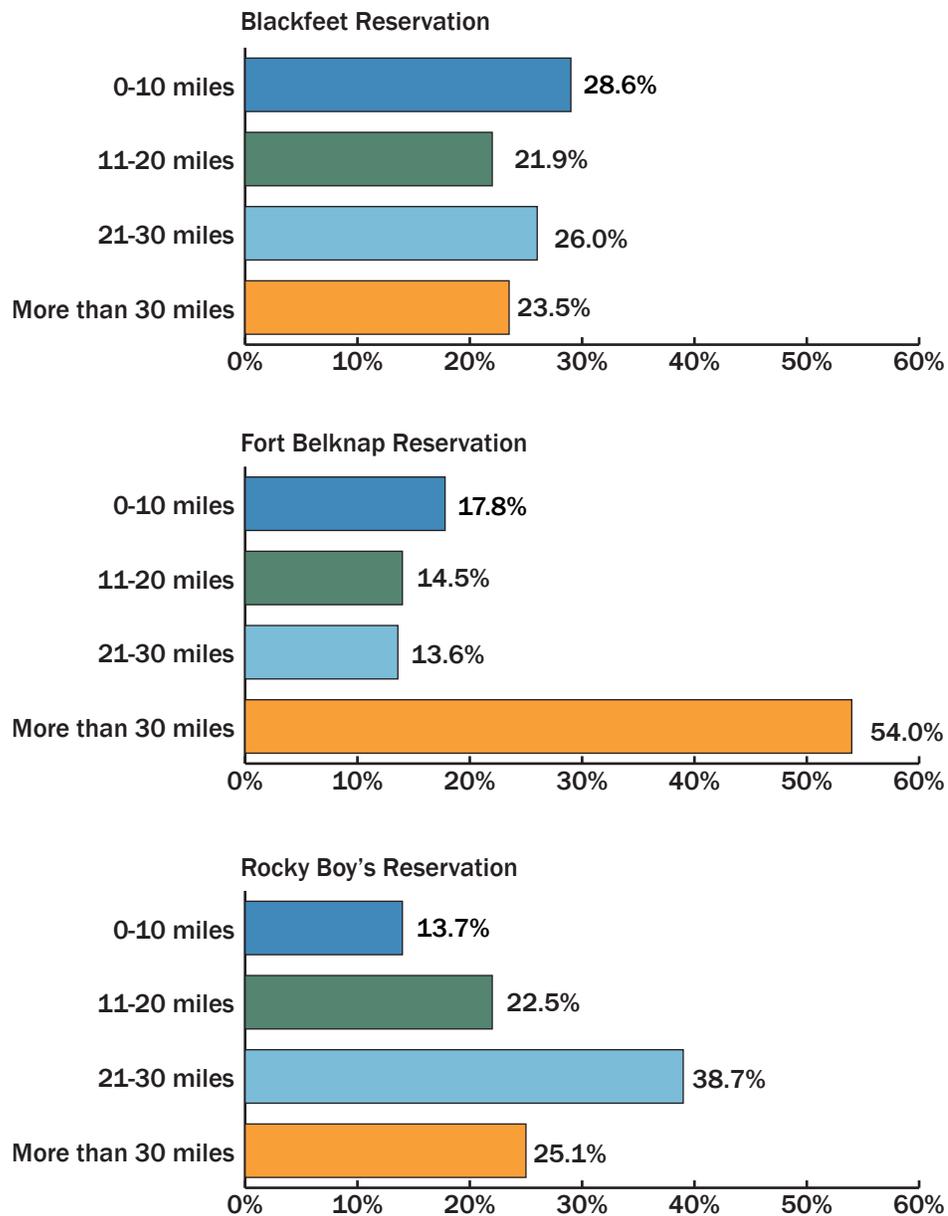


Table 3.4
American Indian Labor Force Status
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap	Rocky Boy's	Total
Labor Force Status	Not in labor force	23.0%	27.7%	24.1%	23.0%
	Employed	40.3%	29.2%	29.7%	37.9%
	Employed-willing to switch	5.4%	7.2%	5.7%	6.4%
	Employed-might switch	1.0%	1.3%	1.1%	1.5%
	Employed-involuntary part-time	6.2%	4.8%	7.1%	5.6%
	Employed -willing to work another job	8.9%	13.1%	8.3%	10.7%
	Unemployed	15.3%	16.7%	24.1%	14.8%
	Total	7,800	2,200	2,300	12,300

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

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

Table 3.5
Age and Education
Percentage of the Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Age	18-24 years	35.4%	27.6%	36.4%	30.8%
	25-44 years	51.8%	44.8%	44.3%	54.6%
	45-54 years	10.0%	19.7%	16.0%	10.6%
	55 and older	2.9%	7.8%	3.3%	4.1%
Education	Less than HS	21.4%	7.9%	17.6%	21.3%
	HS Grad or GED	63.2%	63.6%	57.2%	59.1%
	Some college	10.4%	18.6%	13.9%	12.6%
	BA +	5.0%	9.8%	11.3%	7.0%
	Total	2,900	900	1,100	4,800
Median age, years		29	33	29	31

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

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

Table 3.6
Lowest Acceptable Wage and Maximum Commuting Distance
Percentage of the Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Lowest Acceptable Wage	Minimum wage (\$6.55)	34.6%	21.6%	33.5%	29.1%
	\$6.56-\$9.99	33.5%	17.9%	35.1%	25.6%
	\$10-\$11.99	17.8%	23.8%	13.8%	21.2%
	\$12.00-\$17.99	11.6%	30.0%	13.7%	17.0%
	\$18.00 and more	2.5%	6.7%	4.0%	7.1%
	Total	2,900	900	1,100	4,800
Lowest Acceptable Wage, Median		\$7.25	\$11.00	\$9.00	\$9.00
Maximum Commuting Distance	0-10 miles	28.6%	17.8%	13.7%	28.5%
	11-20 miles	21.9%	14.5%	22.5%	18.0%
	21-30 miles	26.0%	13.6%	38.7%	24.4%
	More than 30 miles	23.5%	54.0%	25.1%	29.1%
	Total	2,900	900	1,000	4,800
Maximum Commuting Distance, Median		20	40	30	26

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

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

Table 3.7
Working Outside Chosen Field
Percentage of the Employed Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Job Outside Chosen Field	Working outside field because of lack of jobs	41.4%	27.2%	26.9%	40.5%
	Outside field for another reason	16.6%	13.1%	13.3%	12.7%
	Working in chosen field	42.0%	59.7%	59.8%	46.8%
	Total	1,700	700	600	3,000

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

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

Table 3.8
Interest in Changing Jobs
Percentage of the Employed Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Even though you currently have a job (OR ARE SELF EMPLOYED), would you be interested in CHANGING jobs?	Yes	82.2%	64.6%	59.6%	78.5%
	Maybe	4.5%	8.8%	9.8%	7.0%
	No	13.3%	26.6%	30.6%	14.5%
	Total	1,700	700	600	3,000
Main Reason for Changing Jobs	An increase in pay	50.3%	32.8%	43.5%	50.2%
	An increase in benefits	5.5%	22.2%	14.0%	10.2%
	Improvement in working conditions	10.6%	12.5%	3.0%	6.3%
	More career advancement opportunities	7.0%	6.6%	17.8%	10.3%
	Underutilizing your skills	16.0%	8.4%	19.2%	11.8%
	To gain more job status, or prestige	10.6%	17.6%	2.5%	11.2%

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

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

Table 3.9
Sources for Learning About Job Openings
Percentage of the Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Vocational or career counselors	Yes	16.6%	15.2%	14.0%	13.5%
	No	83.4%	84.8%	86.0%	86.5%
The local job service (public employment agency)	Yes	54.3%	41.0%	51.0%	47.5%
	No	45.7%	59.0%	49.0%	52.5%
A private employment agency	Yes	7.1%	4.7%	12.7%	5.3%
	No	92.9%	95.3%	87.3%	94.7%
Job postings at current place of employment	Yes	31.0%	47.4%	38.3%	36.2%
	No	69.0%	52.6%	61.7%	63.8%
A school or university employment center	Yes	4.9%	14.7%	16.9%	7.4%
	No	95.1%	85.3%	83.1%	92.6%
Newspaper advertisements	Yes	68.0%	63.1%	75.8%	59.1%
	No	32.0%	36.9%	24.2%	40.9%
Television advertisements	Yes	19.7%	14.5%	17.5%	15.2%
	No	80.3%	85.5%	82.5%	84.8%
Word of mouth (friends, family, etc)	Yes	75.2%	81.9%	82.1%	72.6%
	No	24.8%	18.1%	17.9%	27.4%
Contact employers directly	Yes	66.6%	68.7%	70.9%	64.8%
	No	33.4%	31.3%	29.1%	35.2%
Internet, web, computer listings	Yes	43.6%	55.7%	51.6%	47.1%
	No	56.4%	44.3%	48.4%	52.9%
Other media sources (radio, tv, magazines, etc)	Yes	13.9%	32.7%	26.3%	15.4%
	No	86.1%	67.3%	73.7%	84.6%
Total		2,900	900	1,000	4,800

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

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

Table 3.10
Willingness to Train in Various Fields
Percentage of the Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			Total
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	
Information or Computer Technology	Yes	69.4%	68.3%	79.4%	65.9%
	No	30.6%	31.7%	20.6%	34.1%
Health Services	Yes	65.7%	63.5%	65.2%	64.2%
	No	34.3%	36.5%	34.8%	35.8%
Trucking or Transportation	Yes	22.3%	27.5%	42.4%	25.6%
	No	77.7%	72.5%	57.6%	74.4%
Production and Manufacturing in General	Yes	27.9%	37.1%	43.0%	28.9%
	No	72.1%	62.9%	57.0%	71.1%
Bio Manufacturing	Yes	15.2%	18.0%	28.0%	14.1%
	No	84.8%	82.0%	72.0%	85.9%
Machine Trades	Yes	27.1%	41.9%	45.1%	27.9%
	No	72.9%	58.1%	54.9%	72.1%
Construction Trades	Yes	45.2%	47.8%	57.4%	42.2%
	No	54.8%	52.2%	42.6%	57.8%
Energy Production	Yes	40.9%	38.7%	46.4%	35.9%
	No	59.1%	61.3%	53.6%	64.1%
Teaching and Education	Yes	50.2%	33.8%	57.0%	44.3%
	No	49.8%	66.2%	43.0%	55.7%
	Total	2,900	900	1,000	4,800

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

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

Table 3.11
Type of Training Desired
Percentage of the Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			Total
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	
What type of training would you be most likely to consider?	On-the-job-training	47.0%	42.0%	40.5%	46.3%
	3 months or less	6.9%	10.6%	9.4%	10.5%
	4 months to 18 months	8.7%	10.3%	6.5%	9.3%
	19 to 23 months	1.9%	4.2%	3.1%	1.8%
	2 to 4 years	31.3%	20.7%	28.9%	26.2%
	Over 4 years	4.1%	8.5%	7.3%	3.1%
	A formal apprenticeship with a Montana organized labor union or other organization	.0%	3.7%	2.3%	2.8%
	None of these	.0%	.0%	2.0%	.0%
	Total	2,900	900	1,000	4,800

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

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

Table 3.12
Skill Training Received in Last 3 Years
Percentage of the Employed Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
In the past three years have you received any job skills training?	Yes	26.6%	39.5%	35.0%	27.3%
	No	73.4%	60.5%	65.0%	72.7%
	Total	1,700	700	600	3,000
Basic skills (reading, writing, basic math)	Yes	28.5%	27.5%	36.6%	33.5%
	No	71.5%	72.5%	63.4%	66.5%
Product - sales (marketing, sales training)	Yes	41.0%	3.3%	24.6%	26.2%
	No	59.0%	96.7%	75.4%	73.8%
Interpersonal skills (leadership, career dev)	Yes	60.2%	76.1%	62.1%	64.5%
	No	39.8%	23.9%	37.9%	35.5%
Thinking and organizing (problem solving, time management)	Yes	70.7%	80.1%	69.1%	70.6%
	No	29.3%	19.9%	30.9%	29.4%
Quality improvement (customer service or satisfaction)	Yes	65.3%	47.9%	59.1%	70.0%
	No	34.7%	52.1%	40.9%	30.0%
Technical skills (computer skills, trade skills)	Yes	39.1%	63.0%	64.8%	52.6%
	No	60.9%	37.0%	35.2%	47.4%
Safety (health or safety training)	Yes	58.9%	81.1%	81.1%	56.4%
	No	41.1%	18.9%	18.9%	43.6%

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

Table 3.13
Willingness to Work for a
Percentage of the Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Welding or metal fabrication firm	Yes	34.1%	38.3%	50.4%	34.3%
	No	65.9%	61.7%	49.6%	65.7%
Production manufacturing firm in general	Yes	32.5%	43.6%	49.5%	36.9%
	No	67.5%	56.4%	50.5%	63.1%
Bio manufacturing firm	Yes	20.5%	20.7%	30.1%	18.5%
	No	79.5%	79.3%	69.9%	81.5%
Customer service/ technical support call center	Yes	43.3%	35.9%	50.2%	36.7%
	No	56.7%	64.1%	49.8%	63.3%
Total		2,900	900	1,000	4800

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

Table 3.14
Trained for More Than 1 Occupation and Main Reason Respondent Would Consider Changing Occupations
Percentage of the Employed Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Are you trained for an occupation other than the one in which you are currently employed?	Yes	38.1%	46.5%	41.2%	36.7%
	No	61.9%	53.5%	58.8%	63.3%
	Total	1,700	700	600	3,000
What factor would be most important to you if you decided to accept a job in your other occupation?	Job status or prestige	9.1%	10.7%	10.1%	11.2%
	Career advancement opportunities	24.8%	16.2%	20.4%	20.8%
	Benefits	11.2%	18.2%	12.4%	10.6%
	Pay	55.0%	54.9%	52.8%	57.4%
	Would not accept a job in another occupation	.0%	.0%	4.2%	.0%

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

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

Table 3.15
Importance of Benefit if Changing or Accepting a Job
Percentage of the Employed Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Health insurance	Very important	77.5%	87.3%	74.5%	79.9%
	Somewhat important	14.3%	8.7%	13.3%	11.9%
	Not important	8.2%	4.0%	12.2%	8.2%
Child care assistance	Very important	59.8%	37.7%	54.7%	52.0%
	Somewhat important	7.6%	15.3%	19.0%	12.2%
	Not important	32.7%	47.0%	26.3%	35.9%
Flexible work hours	Very important	50.7%	49.1%	52.9%	57.8%
	Somewhat important	40.5%	37.8%	34.8%	35.1%
	Not important	8.8%	13.1%	12.2%	7.2%
Sick leave	Very important	68.8%	76.3%	62.8%	75.3%
	Somewhat important	27.2%	16.1%	29.6%	21.7%
	Not important	3.9%	7.5%	7.6%	3.0%
Tuition reimbursement	Very important	63.4%	53.4%	51.6%	61.0%
	Somewhat important	22.3%	33.5%	31.9%	21.4%
	Not important	14.3%	13.1%	16.6%	17.7%
Profit sharing	Very important	25.4%	22.1%	29.2%	25.4%
	Somewhat important	53.8%	54.2%	39.8%	49.6%
	Not important	20.8%	23.8%	31.0%	25.0%
Retirement plan	Very important	81.2%	88.0%	84.5%	85.5%
	Somewhat important	11.6%	11.0%	10.4%	10.2%
	Not important	7.2%	1.0%	5.1%	4.4%
Paid vacation	Very important	63.6%	75.2%	64.8%	73.3%
	Somewhat important	27.5%	17.9%	24.1%	20.7%
	Not important	8.9%	6.9%	11.1%	6.0%
Paid holidays	Very important	58.8%	77.7%	70.0%	71.0%
	Somewhat important	33.8%	13.2%	21.5%	22.4%
	Not important	7.4%	9.0%	8.5%	6.6%
On-the-job-training	Very important	77.3%	89.2%	79.3%	80.0%
	Somewhat important	20.0%	10.8%	18.5%	18.4%
	Not important	2.7%	.0%	2.1%	1.6%
Differential pay (increased pay for shift work)	Very important	64.0%	77.2%	57.1%	66.1%
	Somewhat important	31.1%	17.3%	37.4%	25.5%
	Not important	4.9%	5.4%	5.5%	8.4%
Total		1,700	700	600	3,000

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

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

Table 3.16
Employee Child Care Needs
Percentage of the Employed Available American Indian Labor Supply
Opportunity Link Operating Area
2008

		American Indian Labor Force			
		Blackfeet	Fort Belknap Reservation	Rocky Boy's Reservation	Total
Currently using any child care	Yes	13.7%	14.4%	9.9%	14.2%
	No	86.3%	85.6%	90.1%	85.8%
	Total	1,700	700	600	3,000
Problems with child care	Yes	72.7%	49.3%	6.4%	71.8%
	No	27.3%	50.7%	93.6%	28.2%
Problem finding affordable child care	Yes	61.3%	26.2%	6.4%	55.5%
	No	38.7%	73.8%	93.6%	44.5%
If child care was offered by your employer, how important would that be in your choice to accept or keep a job?	Very important	.0%	9.7%	14.2%	.0%
	Somewhat important	36.3%	20.6%	25.4%	35.4%
	Not important	63.7%	69.7%	60.5%	64.6%
Median number of children in child care		1	2	1	2

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

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

APPENDIX: Survey 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 COMMISSION 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