High-tech & Startups

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MONTANA HIGH TECH BUSINESS ALLIANCE

MTHighTech.org

2022 Outlook for Montana High-tech

- Industry growth and job creation continues
- Technology adoption, remote work minimize impacts of pandemic
- Housing and workforce shortages create headwinds

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BUREAU OF BUSINESS AND ECONOMIC RESEARCH
UNIVERSITY OF MONTANA

Surveying Montana high-tech firms since 2014.

What is high-tech?

Make or sell high-tech products

Professional services related to tech

E-commerce

Advanced manufacturing

Montana's high-tech sector 2021

More than $2.9 billion in annual revenue

Growing 7x the Montana economy

Pays 2x the median wage, $73,000+

600+ firms

Source: Montana High Tech Industry Survey, 2021, UM BBER

Top Montana High-Tech Business Types, 2021

- Software, SaaS, 25%
- Professional Services, 10%
- Consulting, 9%
- Manufacturing, 7%
- Marketing, 6%
- Biotechnology, 6%
- Financial Services, Payment Processing, 5%
- Telecommunications, 5%
- Digital Media, Publishing, 5%
- Construction, 3%

Source: Montana High Tech Industry Survey, 2021, UM BBER

Locations of High-Tech & Manufacturing Firms 2021

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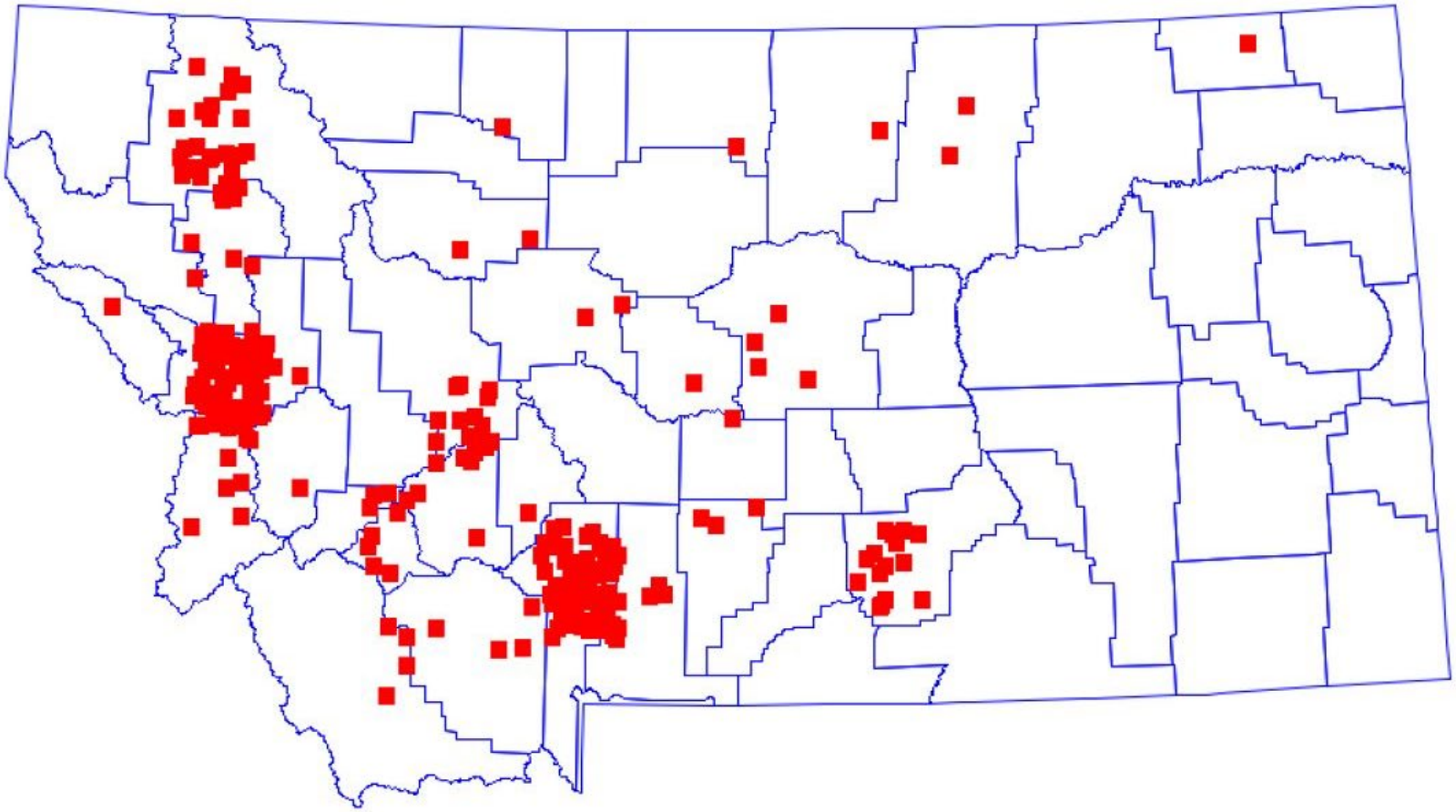


Helix

A SPERIDIAN COMPANY

Helix Business Solutions, Dillon

- IT Consulting firm serving global clients
- Acquired by Speridian Technologies in February 2021
- Will continue to create jobs in MT

Skyfish, Stevensville

- Autonomous work drone company
- Raised $20 million Series Seed round in June 2021
- Plans to double workforce in the next year

NEURO-ID®

Neuro-ID, Whitefish

- Provides behavioral analytics for online businesses
- Closed $35 million Series B round in November 2021
- Hopes to have 100+ employees this year

Snowflake, Bozeman

- Cloud-based data warehousing company
- Raised nearly $3.4 billion in 2020 in the largest software IPO to date
- Moved corporate HQ from California to Bozeman in May 2021

Next Frontier Capital, Bozeman

- Closed $80 million fund III in April 2021
- Funded 35+ companies since 2015
- Invested $29.1 million in 20 Montana companies

Two Bear Capital, Whitefish

- Invested about $75 million since 2019
- 14 companies so far with a special interest in biotech and bioinformatics
- MT companies FYR Diagnostics, Truwl, Inimmune, and Verafī

Three Challenges

Housing

Workforce

Education

1. Housing

- Housing shortages limit ability to relocate workers
- Housing costs rising for existing workforce
- Both urban and rural communities impacted

2. Workforce

- Increased competition for workers
- More time and money invested to attract talent
- Companies struggle to find candidates with the right skills in Montana

3. Education

Tech industry is unfamiliar to many Montanans

Expand statewide access to tech career pathways and skills

Include rural and tribal communities

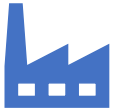
High Tech Career Pathways

IT & Computing

STEM

Business

Finance



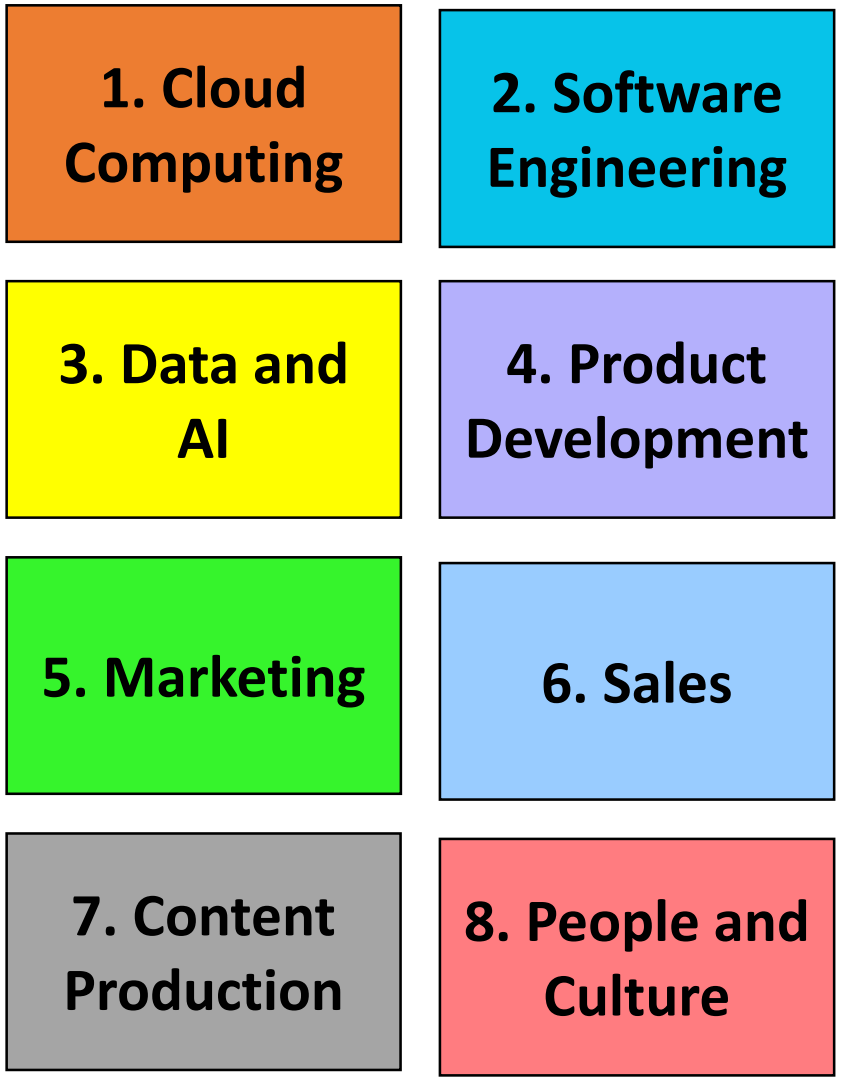
Manufacturing

Marketing

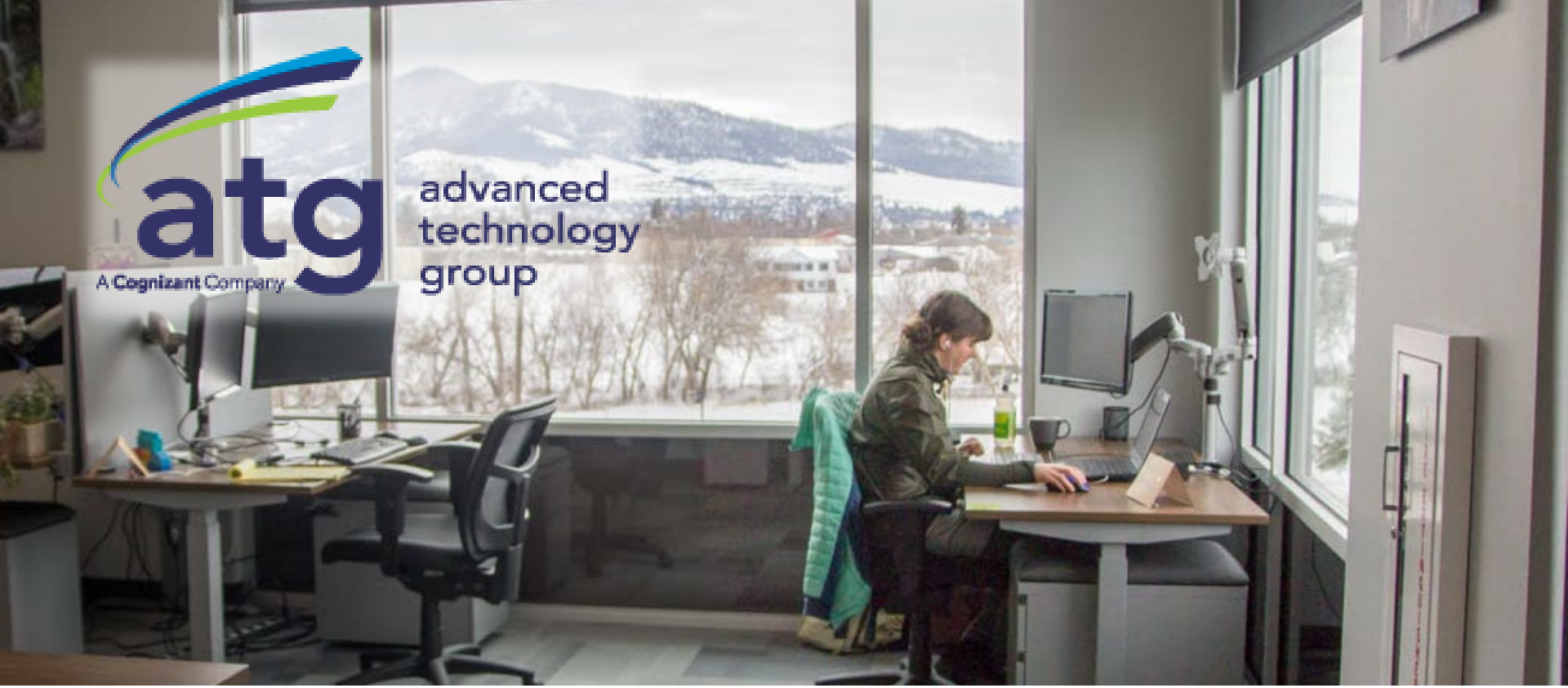
Architecture & Construction

Entrepreneurship

Emerging Roles - Job Clusters of Tomorrow



Source: World Economic Forum, The Future of Jobs 2020/LinkedIn Economic Graph



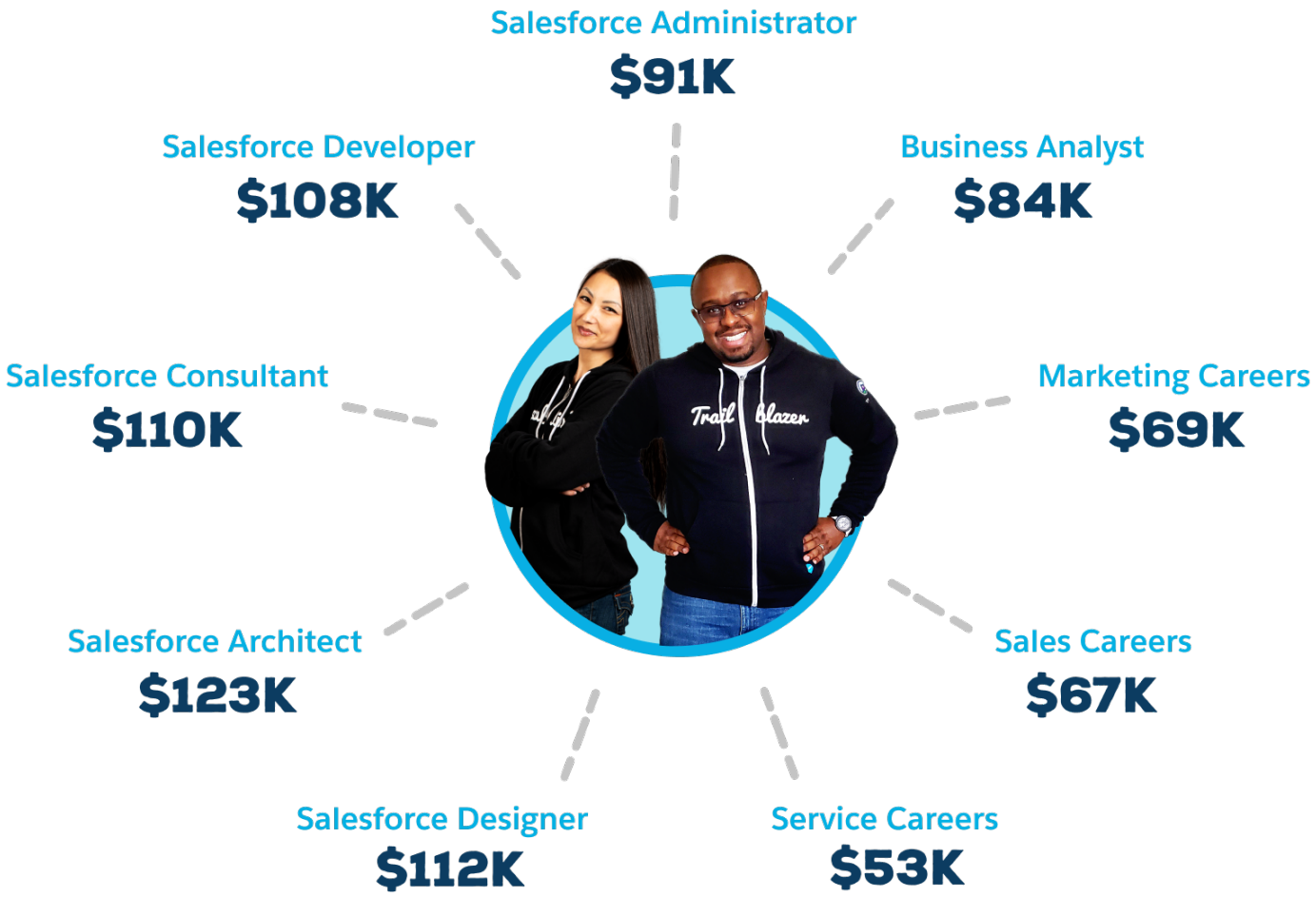
ATG, A Cognizant Company, Missoula

What They Do: Technology Consulting

Career Pathways: Business, IT/Computing

Job Titles: 2. Software Engineering Intern, 3. Data Engineer 8. Principal Recruiter | Entry Level: Aim Higher Consultant Trainee > Salesforce Administrator; Salesforce Developer; Salesforce Architect

Salesforce Career Pathways



On average, jobs with Salesforce skills pay around $80,000 per year

Source: https://trailhead.salesforce.com

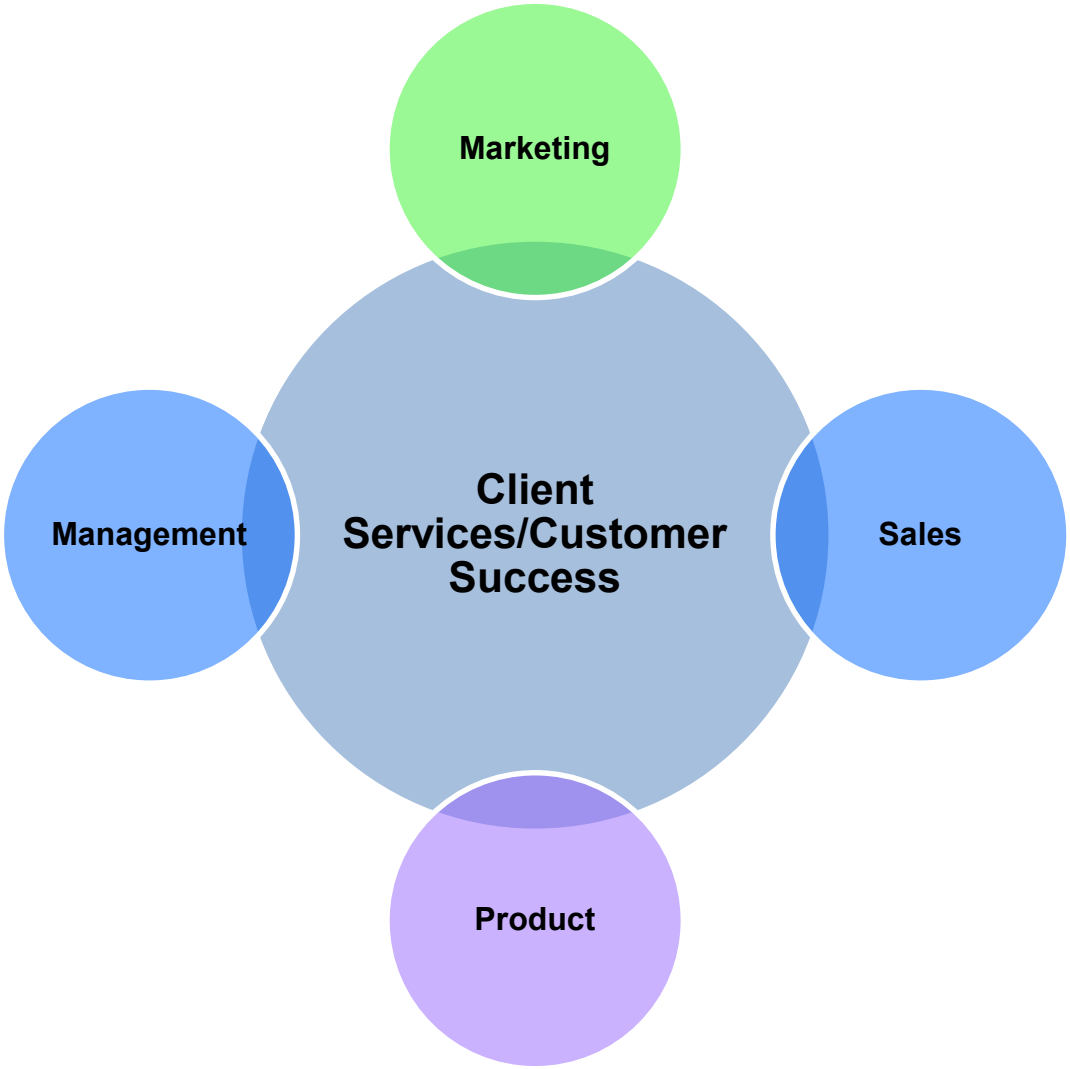
Foundant Technologies, Bozeman

What They Do: SaaS – Grant Management

Career Pathways: IT & Computing, Business, Marketing

Job Titles: 1. Senior Software Engineer (Platform), 2. Senior Software Engineer (.NET), 4. Product Owner, Client Services, 5. Marketing Business Analyst, 6. Client Success Manager | Entry Level: Client Services Intern

Customer Success Career Pathways



Endpoint Utility Corp, Kalispell

What They Do: IT Services

Career Pathway: IT/Computing

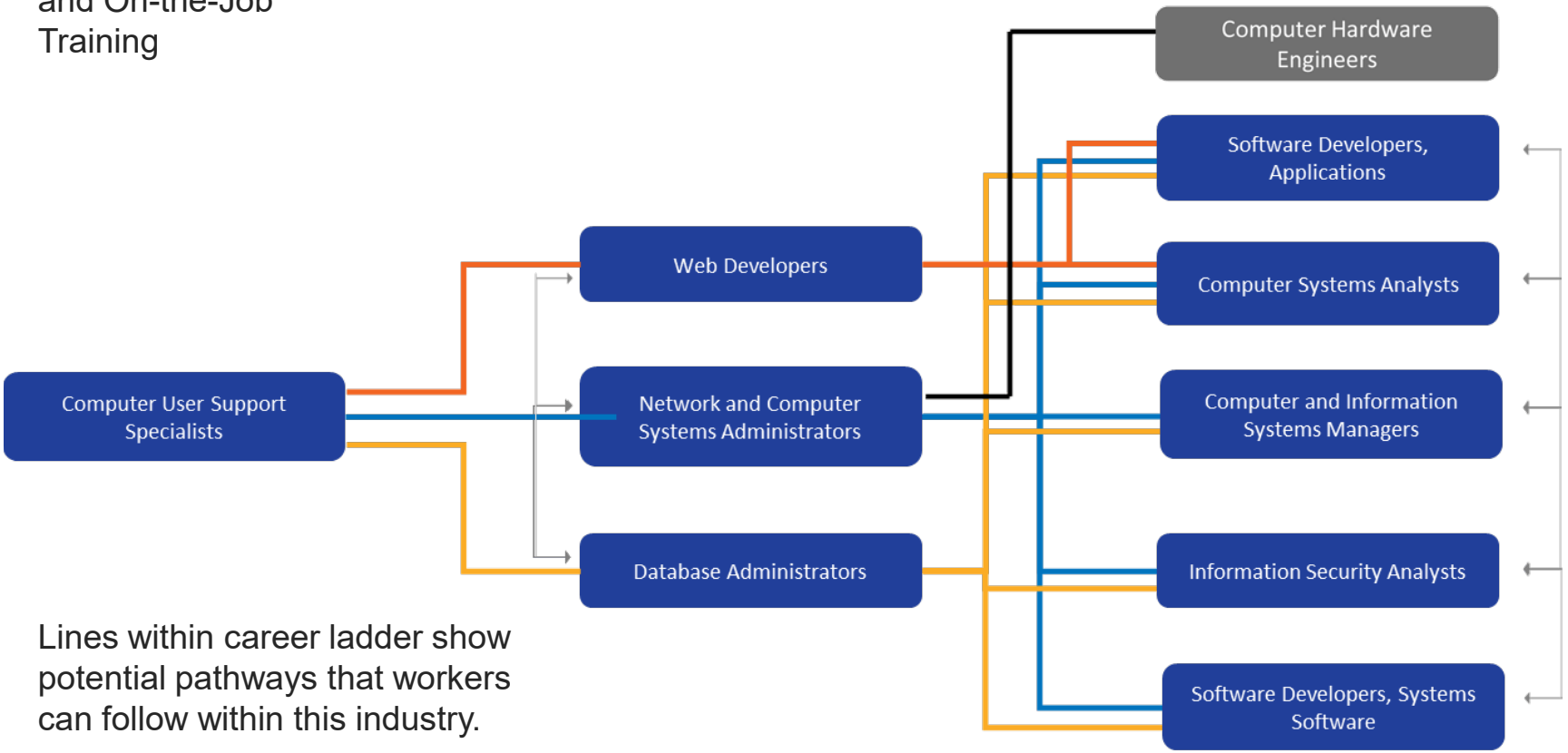
Job Titles: Entry Level: Computer User Support Specialist

IT Services Career Ladder

Entry Level
High School Diploma and On-the-Job Training

Mid Career
Bachelor's +

Advanced
Bachelor's +



Lines within career ladder show potential pathways that workers can follow within this industry.

Transferrable Occupation

Affiliated Occupation

In-demand Occupation

Source: https://oklahomaworks.gov

Applied Materials, Kalispell

What They Do: Semiconductor and display manufacturing equipment

Career Pathways: Computing/IT, STEM, Manufacturing, Business

Job Titles: 2. Software Engineer – Machine Learning, 3. Business Intelligence Analyst, 4. Technical Project/Program Management, 8. Recruiter | STEM: Mechanical Engineer, Engineering Technician; Chemist | Manufacturing: Welder; CNC Laser Operator

PFL Tech, Livingston and Bozeman

What They Do: Marketing Technology

Career Pathways: Marketing, IT & Computing, Business, Manufacturing

Job Titles: 1. Kubernetes Engineer, 2. Senior Software Developer, 6. Customer Success Manager | Manufacturing: Finishing Operator

Zoot Enterprises, Bozeman and Billings

What They Do: SaaS - Financial Services & Healthcare

Career Pathways: IT/Computing, Business, Finance

Job Titles: 2. Software Engineer, 4. Capabilities Business Analyst, 5. Creative Marketing Manager – Digital, 6. Strategic Account Manager, 8. Human Resources Coordinator

Workiva, Bozeman and Missoula

What They Do: SaaS – Compliance and Reporting

Career Pathways: IT & Computing, Business, Marketing

Job Titles: 1. DevOps Engineer, 2. User Interface (UI) Designer, 3. Senior Data Scientist, 4. Technical Product Manager, 5. Senior Digital Media Manager, 6. Senior Onboarding Project Manager, 7. Senior Content Marketing Specialist

onX, Missoula and Bozeman

What They Do: Digital outdoor navigation

Career Pathways: IT & Computing, Business, Marketing

Job Titles: 2. Quality Assurance Engineer, 3. Business Intelligence Analyst, 4. Product Owner, 5. Head of Growth Marketing, 6. Senior Business Development Manager, 7. Senior Content Manager 8. Program Manager, Talent Engagement

NorthWestern Energy, Butte and Statewide

What They Do: Utility - electricity, natural gas

Career Pathways: Architecture & Construction, Business, IT & Computing

Job Titles: 2. DevOps Technologist 3. Data Engineering Technologist

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