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It is MEDA's privilege to submit this report for the current contract to the Governor's Office of Economic Development, Montana Department of Commerce, Montana Department of Labor and Industry and Montana BEAR Team participants regarding Business Expansion and Retention (BEAR) Program activity in the state. The following is a summary of MEDA BEAR activities as provided for in the Scope of Work under Amended Contract MT-MEDA-ED-12-01 for the month of November 2014.

ACTIVITY REPORT FOR NOVEMBER 2014

IMPORTANT REMINDER

If six months previously (or longer) you assisted a business in completing an IWT Grant, be sure to follow up with the business by asking the questions on the training survey within ExecutivePulse. This information provides critical data to demonstrate the effectiveness and impact of the program. Just login, click on "add" and scroll down to the Strategic Training Plan to complete the survey with the employer. Thank you! With the legislative session fast approaching, this information will no doubt be needed.



IWTG – DOING THE MATH

Chris Wilhelm recently did the math and number crunched to share the following impressive data:

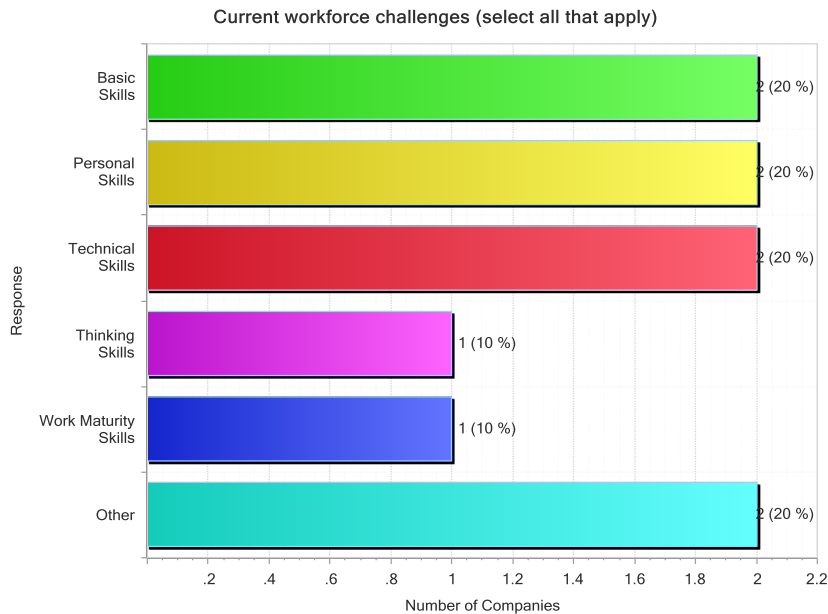
Incumbent Worker Training Program
 Statistics from July 1, 2013—November 25, 2014

State Fiscal Year	Current Level Funding	Total Amount Granted	Percent Granted	Number of Applications Approved	Number of Workers Trained
SFY15* In first 4 months	\$541,496	\$380,142	70%	195	400
SFY14	\$541,496	\$529,614	98%	325	640

This information will be used in MEDA Legislative Reports throughout the session. Thank you, Chris!

THE PROBLEM WITH OTHER

BEAR Team members are encouraged to avoid the “other” option when inputting data into ExecutivePulse. The chart below is a great example. We can clearly see that Basic Skills are



needed, along with Personal Skills and Technical Skills. But when “other” is selected frequently, the data is not useful without drilling down, manually sorting key words, and estimating the “other” greatest need. While this chart has few numbers to deal with, think if the entire ExecutivePulse database was used with thousands of responses. It would be very, very difficult to sort “other.” So if at all possible, avoid that “other” selection.

MONTANA BEAR PROGRAM HIGHLIGHTS

Lunch and Learn Webinars: The fourth and final 2014 Lunch and Learn Webinar will take place Wednesday, December 17th at Noon. There were about 18 participants for the third webinar. These sessions help users maximize the BEAR database and keep apprised of the continual updates that are being made.

Date/All times at Noon	Webinar Info	Topic
Wednesday December 17 th Noon	https://global.gotomeeting.com/join/737111317 Use your microphone and speakers (VoIP) Or, call in using your telephone. Dial +1 (646) 749-3122 Access Code: 737-111-317 Audio PIN: Shown after joining the meeting Meeting ID: 737-111-317	This session will focus on advanced group and communication features in the BEAR platform. You’ll learn how to create groups and communicate with these groups efficiently using integrated system functions.

Data Highlights for November

- There were 29 BEAR Retention Visits held in November with 55 action items created and 47 closed.
- Counties with retention visits: Flathead – 5, Gallatin – 11, Missoula – 1, Lake - 1, Park – 9, Butte/Silver Bow – 1, Ravalli – 2, and Stillwater County – 1.
- Action Items: The following numbers reflect Action Items that were conducted for businesses across Montana, meaning a Bear Team member made a referral to assist a business.
Gallatin County – 35; Park County – 20.

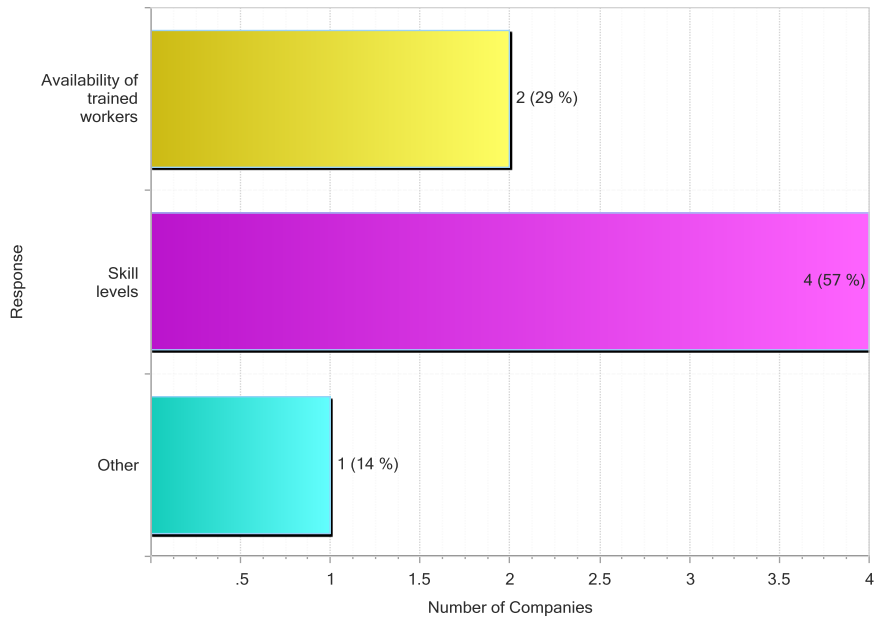
- November Outreach Specialist Visits and Business Updates**

The following BEAR Team members completed Business Retention Surveys and/or update reports for the businesses they have contacted.

Warren Vaughan - 11	Lynn Lagerquist - 1	Doug Wilson - 2
Mike Williams - 1	Marissa Hauge - 1	Sarah Stewart - 1
Denise Rabe - 1	Marissa Heggem - 2	Jillann Knutson - 1
Mike Jackson - 5	Stacy Hughes - 2	John Balsam - 1
Mette Cyphers - 1		

SOME NOVEMBER DATA COLLECTIONS

Employee recruitment issues (select all that apply)



A continuing education program is in place to support the current workforce

