

Employer Satisfaction Survey Launched!

To learn about employers' satisfaction with workforce recruitment, readiness, and retention in Montana, as well as their experiences with work-based learning, the Work-based Learning Collaborative is distributing an Employer Satisfaction Survey. The survey will be administered in the spring every two years so that we can measure changes with workforce satisfaction over time.

The survey was developed by social impact consulting firm Kinetic West in partnership with the Montana Chamber of Commerce, several statewide industry associations, and Collaborative members.

The survey will be open through the end of March. Aggregated results from the survey will be shared on a new Data Dashboard (coming this summer!) so that employers and other users can compare workforce satisfaction across industries, geographies, and employer sizes.

Please help spread the word regarding the Employer Satisfaction survey! Every time an organization is recognized under "how did you hear of this survey", they are entered into a drawing (more referrals equals more entries). We'll then pick a couple of winners, each to win \$500, when the survey closes.

Organizations helping to distribute the survey include:

- MT Chamber of Commerce (and local chambers)
- MT Department of Commerce
- MT Department of Labor & Industry
- MT Economic Development Association (and regional EDAs)
- MT High Tech Business Alliance
- MT Manufacturing Extension Center
- Montana Nonprofit Association
- MT Primary Care Association
- MT Rural Health Initiative
- Office of the Commissioner of Higher Education
- Office of Public Instruction
- Career & Technical Student Organizations
- Members of the Work-Based Learning Collaborative



Montana Employers

We want to hear from you about your recent experience recruiting and retaining and your interest in work-based learning.

Scan the QR code or [click here](https://www.surveymonkey.com/r/WBLCollabEmployer) to fill out the Employer Workforce Satisfaction Survey.



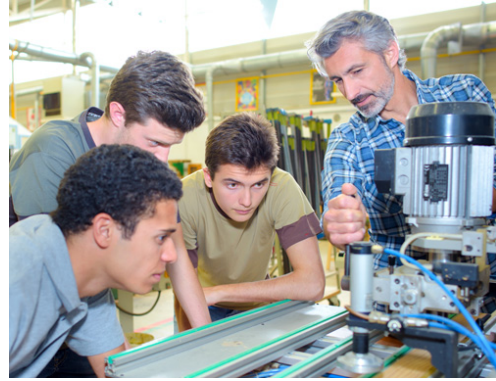
<https://www.surveymonkey.com/r/WBLCollabEmployer>

U.S. Dept of Labor Proposes Changes to Youth Apprenticeship

The U.S. Department of Labor recently proposed [a series of regulatory changes](#), which will impact youth apprenticeships. Included in the changes is the proposal of a new registered apprenticeship model called Career & Technical Education (CTE) Apprenticeship.

The Partnership to Advance Youth Apprenticeship (PAYA), an initiative of New America, explains the new model, "CTE apprenticeship programs would include all of the same basic components of registered apprenticeship, but vary in a few key ways:

1. More Related Instruction, Fewer On-the-Job Hours
2. Sponsor Eligibility
3. Emphasis on industry-relevant skills rather than occupationally-specific training
4. Data Differences"



Read the entire article [here](#). PAYA also created an [FAQ Guide](#) to answer your questions about these regulatory changes.

Teacher Externship

Past teachers say:

"The experience was really eye-opening. It reminded me what is important and what we should be passing on to our students."

"I got a full view of what it takes to run a business."

"Things have shifted in those industries in which I'm teaching towards. To be able to see those and be current with my students is very important."

The Teacher Externship application is only open until March 1! [Apply now](#) and spread the word!

Educator Externships are a unique professional development opportunity where teachers are immersed in a company to learn about the skills and competencies needed to succeed in that industry or career path. The experience strengthens an educator's teaching abilities and brings relevant, real-world context into the classroom.

Participants will be matched with a local business or organization in their area and will spend three days on-site, working alongside industry professionals and gaining valuable experience in their field. After some post-externship work, the educators earn a stipend and continuing education credits.



InternBridge workshop coming to Montana May 14!

InternBridge will present the Total Internship Management Workshop in Bozeman on May 14. Learn more and register at www.internbridge.com/montana-2024. The Work-based Learning Collaborative has limited 50% scholarships for WBLC members to help cover the cost of this incredibly valuable workshop. Please reach out to Gabrielle at growley@reachhighermontana.org for more information.

In today's competitive business landscape, internships are a crucial component of workforce development and organizational growth. If your organization seeks to enhance its talent pipeline and develop the next generation of leaders, this is the workshop for you. By the end of the workshop, you will be equipped with the knowledge and tools to build and maintain a successful internship program that not only attracts top talent but also contributes to your organization's long-term success!

This full-day highly interactive workshop is perfect for HR Managers and Directors, Talent Acquisition Specialists, Learning and Development Professionals interested in improving their organization's talent pipeline!



Upcoming meetings:
Quarterly Meeting (in-person)
Thursday, April 11
Bozeman

Questions:

Gabrielle Eklund Rowley

WBL Collaborative Director

Email: growley@ReachHigherMontana.org

Sent to: info@reachhighermontana.org

[Unsubscribe](#)

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