406 JOBS
Modernizing Montana's Workforce

Local Sector Partnerships

A statewide framework, shaped by the employers, educators, and partners in your community.

THE CHALLENGE

From small towns to big cities, Montana asks the same question: where will our next workers come from?

3 in 100
Montanans in the labor force are out of work.[1] Most people who want a job already have one.

6 in 10
Montanans 16 and older are working or looking for work.[1] The rest are an untapped opportunity.

31,800
workers Montana needs to add or retain each year over the next decade.[2]

THE ANSWER STARTS LOCALLY

A local sector partnership is an employer-led group of industry-specific partners, including schools, training providers, and community organizations, who work together to improve career pathways and reduce barriers to employment in their sector.

Employers name the problems.
Partners help solve them.

WHAT DO LOCAL SECTOR PARTNERSHIPS MEAN FOR YOU?

Businesses and employers

Name the hiring, training, and retention challenges that matter most where you operate, and see partners respond. Fewer repeated asks, and a direct line to the State Workforce Innovation Board.

Workforce partners

Hear employer priorities firsthand, in the same data used statewide, and organize services around shared goals. Agencies and community partners work together instead of side by side.

Education and training providers

Hear directly from employers about the skills and credentials they need, then build career pathways, training programs, and work-based learning alongside them.

Communities and job seekers

Local employers, schools, and partners solving local problems together, so Montanans can see clearer pathways to good jobs in their own region.

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[1] Montana Department of Labor & Industry, County Economic Overviews, 2026 (statewide rates). Ask your facilitator for your county's.

[2] MTDLI 2025-2035 occupational employment projections.

HOW IT WORKS:

three stages, at your community's pace

STAGE 1

Employer Exchange

A one-hour conversation. Employers from every industry sector share their workforce challenges, and employers are the majority in the room.

Before leaving, the group decides together whether to go deeper.

STAGE 2

Industry Listening Session

One industry sector goes deeper, with worker voice included.

It convenes only when at least three employers commit.

STAGE 3

Local Sector Partnership

Employer co-chairs lead an action plan, and a trained workforce facilitator guides the work.

Every commitment has an owner, a date, and outcomes.

A SIMPLE TEST

If employers stopped coming, would the group still meet? If so, it is an advisory board. In a sector partnership, employers lead and set the agenda.

Every community moves at its own pace, and we'll meet you where you are. If employers need more time before going deeper, we hold another Exchange. Facilitators share these local findings with the State Workforce Innovation Board, so priorities shaped in your community reach the statewide level.

HOW LOCAL SECTOR PARTNERSHIPS FIT INTO 406 JOBS

406 JOBS is Montana's statewide workforce framework, established by the Governor's Executive Order 5-2025. The State Workforce Innovation Board is its lead coordinating body. Local sector partnerships are how the framework shows up in your community.

Four Pathways to Work

Career and apprenticeship, college, entrepreneurship, military. Partnerships help build the local routes between learning and work.

Zero Barriers to Employment

Prepared employees, engaged employers, a responsive system. Employers help name what stands between people and jobs.

Six High-Demand Sectors

Construction Trades, Health Careers, Hospitality & Recreation, Professional & Financial Services, Advanced Manufacturing & Computing, Education & Childcare.

Employers lead. Community partners follow through.

406 JOBS provides the statewide framework. Local sector partnerships put it into action. To bring an Employer Exchange to your community, or to connect with the facilitator for your sector, visit the 406 JOBS Workforce Partners page.

Learn more at **406jobsmt.com**