

Montana Healthcare Workforce



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“406 JOBS will work across the public and private sector to promote career, college, military, and entrepreneurship pathways for Montanans to strengthen our workforce and prepare the next generation.”

Governor Greg Gianforte

STATE OF MONTANA
OFFICE OF THE GOVERNOR
EXECUTIVE ORDER NO. 5-2025

EXECUTIVE ORDER CREATING THE 406 JOBS INITIATIVE

WHEREAS, Montana faces a labor shortage, particularly in sectors with persistent recruitment challenges, with nearly two job openings for every one unemployed person in the state;

WHEREAS, technological advancements, including artificial intelligence (AI), are rapidly transforming the labor market, with recent studies showing that 30% of all jobs in the United States could be automated by 2030;

WHEREAS, between 2000 and 2025, automation resulted in 1.7 million manufacturing jobs lost in the United States, underscoring the importance of upskilling workers for jobs of the future;

WHEREAS, a significant number of Montanans in their prime working years have left the labor force, and targeted strategies are needed to re-engage this population through career pathways that promote self-sufficiency and upward mobility;

WHEREAS, the State of Montana saw 10,000 more Montanans enter the labor market in 2023, proving that our pro-jobs policies are encouraging people to enter the workforce, though more work is needed to provide workers with the skills needed to find a future-proof career;

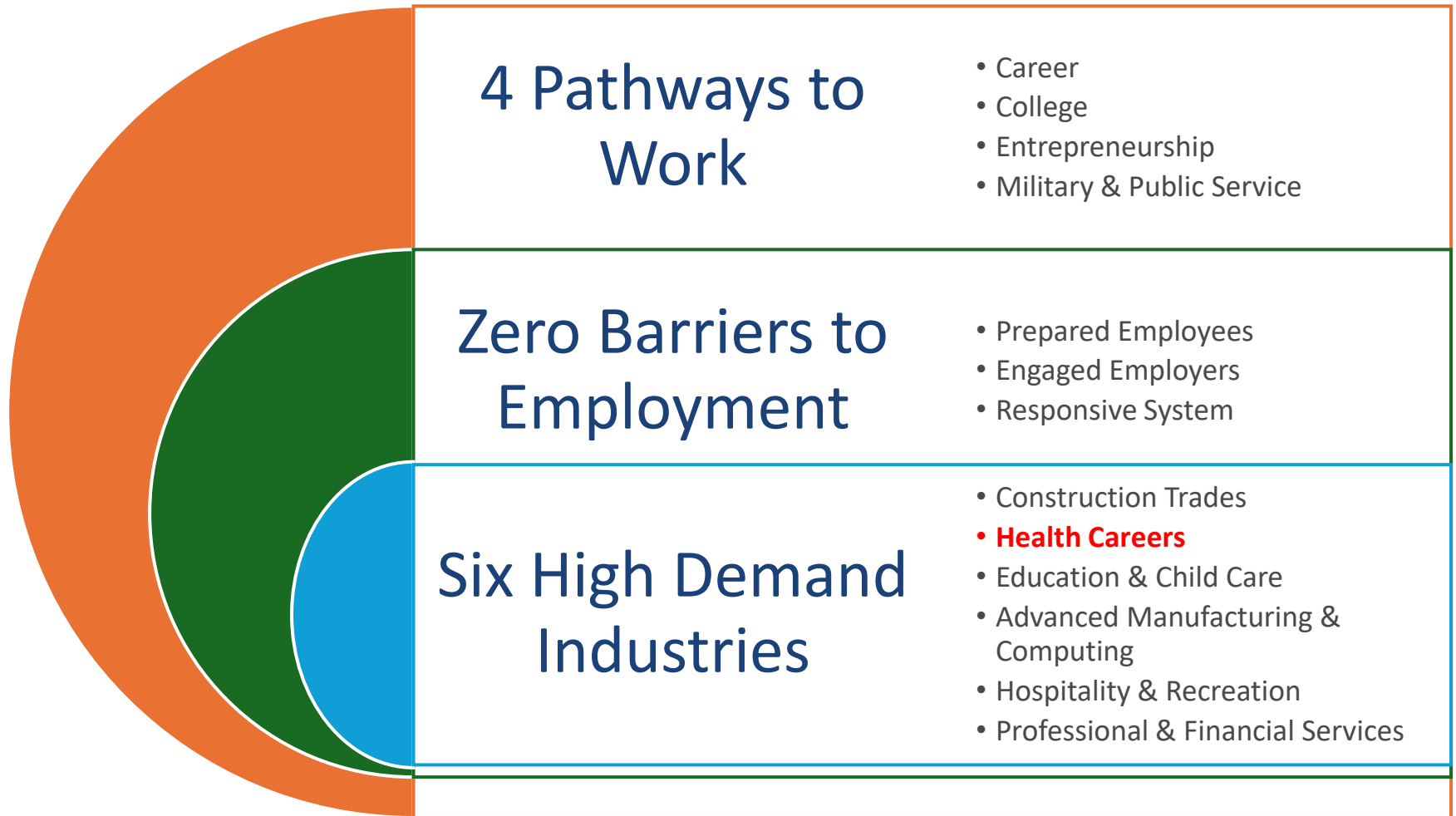
WHEREAS, the State of Montana must prioritize a modern, industry-led workforce system that supports both job seekers and employers across all regions of the state as our continued economic growth depends on a dynamic, skilled workforce that meets the evolving needs of business and industry;

WHEREAS, President Donald J. Trump issued [Executive Order 14278](#) to “Make America Skilled Again,” by fully equipping workers to produce world-class products and implementing world-leading technologies while also streamlining workforce development programs that are too often disconnected from helping workers find secure, well-paying, and high-need American jobs;

WHEREAS, The U.S. Department of Labor on Wednesday, August 6, 2025, [announced](#) the availability of \$30 million for an initial round of the Industry-Driven Skills Training Fund (“Training Fund”) grants with awards available up to \$8 million for State Workforce Agencies to fulfill President Trump’s Executive Order and address critical workforce needs for in-demand skilled trade careers and in high-growth and emerging industries;

WHEREAS, interagency coordination and collaboration is essential to streamlining workforce development services and maximizing impact;

406 JOBS: Montana's Workforce Strategy



GOALS



Every Montanan with a pathway to a career and a plan to achieve it.



Reduce barriers to employment for individuals who have left the workforce.



Achieve consistent quarterly growth in the labor force participation rate.

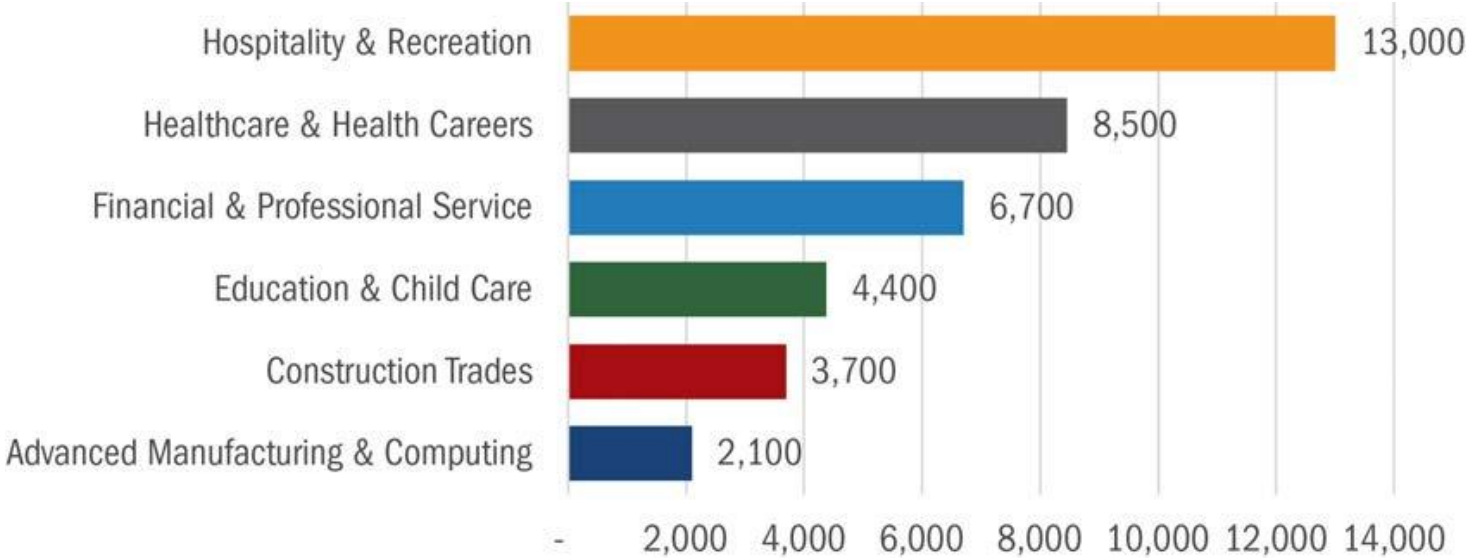


Increase the number of Montanans achieving financial self-sufficiency.

Healthcare Workforce Demand Remains Strong

8,500 projected job openings in healthcare per year

Annual Projected Job Openings by 406 JOBS Sector, 2024-2034



HEALTH CAREERS

Montana 406 JOBS Sector Analysis



 Montana Department of
LABOR & INDUSTRY



THE STATUS OF THE NURSING WORKFORCE IN MONTANA

A Summary of the Results from the National Council of State Boards of Nursing 2024 Survey

JANUARY 2026

Authored by
Emily Trautman, Senior Economist

 Montana Department of
LABOR & INDUSTRY



lmi.mt.gov





Year One Priority Initiatives

- Increase Registered Apprenticeship Pathways
- Prepare Workforce for Artificial Intelligence and Automation Opportunities
- Establish Local Sector Partnerships in High Demand Sectors
- Address Child Care Shortage to Enable Labor Force Growth
- Reduce Barriers to Employment Through Disability Empowerment
- Highlight Military Service and Support Veteran Transitions
- Establish Office of Reentry Programs
- Launch Statewide Credential Registry
- Modernize Career Exploration Tools
- Expand Jobs for Montana Graduates & Empowered Sites
- Tell the Story of Workforce in Montana
- Improve System Leadership, Coordination, & Communication



MONTANA
RURAL HEALTH TRANSFORMATION



WORKFORCE INITIATIVES

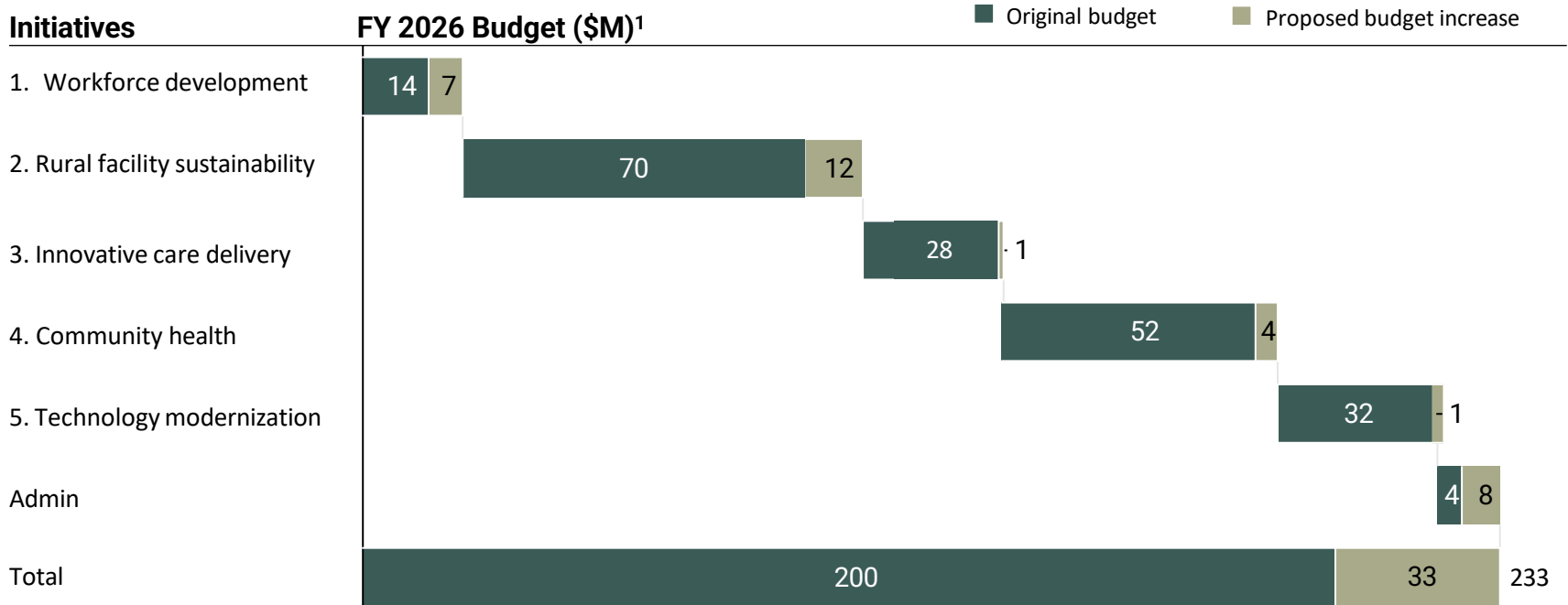
Montana is committed to five RHTP initiatives

The \$233M CMS award will support the five initiatives outlined in Montana's original application:

1. Develop **workforce** through recruitment, training, and retention
2. Ensure **rural facility sustainability** and access through partnerships and restructuring
3. Launch **innovative care** delivery and payment models
4. Invest in **community health and preventive** infrastructure
5. Deploy modern health care **technologies** to guide rural health interventions



FY 2026 Revised Budget



¹ Values rounded to the nearest \$1 million

Coordinated Set of Actions:

1.1 Increasing recruitment of rural health care workers

1.2 Expanding rural clinical training capacity & opportunities

1.3 Retaining and upskilling rural health care workforce

INITIATIVE 1



MONTANA
RURAL HEALTH TRANSFORMATION

Strengthen and expand Montana's broader workforce strategy under the 406 JOBS Initiative.

WORKFORCE STRATEGIES & LICENSING

- Training stipends and incentives for clinical workforce training
 - *Scope of practice – upskilling, retention*
- New & expanded Health Career Registered Apprenticeship Pathways
 - *Could a different licensing structure accelerate RA adoption by employers?*
- Early Exposure Programs
- HELP-Link Expansion
- Talent Attraction/Recruitment Campaign
 - *Interstate compacts*
 - *Credentialing*
- Preceptor Training, Support, Incentives
- Expand and Support Rural Health Training Tracks & Residency Slots
- Stakeholder Engagement through Local Sector Partnerships





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