

**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;

WHEREAS, Montana's tribal governments and tribal colleges are critical partners in advancing workforce development, particularly in rural and underserved areas, and consultation is an essential component of a comprehensive statewide workforce strategy;

WHEREAS, the State Workforce Innovation Board (SWIB) is uniquely positioned to lead Montana's efforts to modernize and integrate workforce development strategies statewide and apply for grants from the Training Fund;

NOW, THEREFORE, I, GREG GIANFORTE, Governor of the State of Montana, pursuant to the authority vested in me under the Montana Constitution, Mont. Code Ann. § 2-15-122, and other applicable laws of the State of Montana, do hereby authorize the creation of 406 JOBS Initiative, otherwise known as 406 JOBS, and order as follows:

PURPOSE

406 JOBS shall serve as the unifying statewide framework to coordinate workforce development efforts across state agencies, in partnership with industry, labor, education and training, and economic development partners.

In developing the framework, 406 JOBS shall seek input from Montana citizens, members of the Montana Legislature, Montana associations whose members are impacted by workforce development challenges, and other appropriate stakeholders as determined by SWIB.

STRUCTURE

SWIB, attached to The Department of Labor and Industry (DLI), shall serve as the lead coordinating body for the 406 JOBS Initiative.

SWIB shall:

- develop and oversee the implementation of 406 JOBS in alignment with state economic priorities;
- facilitate industry-led workforce strategies that reflect current and future labor market demands; and
- consult with tribal governments, tribal colleges, and Native-led organizations in the design and implementation of strategies that reflect the needs of tribal communities.

SWIB shall convene quarterly interagency workforce gatherings with the Governor's Office of Budget and Program Planning to assess progress, identify barriers, reduce duplication of governmental services, and coordinate agency actions.

The Department of Administration shall support state agencies in advancing a skilled and resilient workforce by:

- identifying workforce development opportunities aligned with current and future agency needs;

- collaboratively developing and implementing workforce strategies to address critical talent and capacity challenges; and
- promoting and facilitating the adoption of skills-based hiring practices where feasible to expand access to qualified talent and support equitable hiring

All executive branch agencies with workforce-related programs shall designate an official to serve as a liaison to SWIB and participate in interagency efforts under the 406 JOBS framework.

SCOPE

The 406 JOBS Initiative shall prioritize:

- upskilling workers into in-demand occupations with higher wages, greater stability, and lower risk of automation;
- supporting employers in adopting responsible automation practices that complement workforce goals and enhance job quality;
- identifying occupations and sectors where automation may serve as a short- or long-term solution to workforce gaps, particularly when aligned with state economic development goals; and
- re-engaging individuals of prime working age who have exited the labor force through targeted outreach and flexible training pathways that remove barriers to employment.

DLI, in collaboration with the Office of Public Instruction (OPI), the Office of the Commissioner of Higher Education (OCHE), the Montana University System (MUS), and the Department of Commerce, shall:

- promote and expand opportunities that equip Montanans with AI skills;
- provide professional development opportunities that support educators in incorporating AI-skills development into career awareness and readiness instruction;
- identify opportunities to integrate AI tools that assist job seekers in navigating career pathways, accessing training, and securing employment;
- encourage public-private partnerships that accelerate AI workforce development and adoption across key sectors;
- support small businesses in upskilling workers and incorporating AI technologies into business operations; and
- prioritize digital modernization, including AI-readiness, in workforce service delivery and talent development programs.

INTERAGENCY COORDINATION

Agencies shall integrate workforce strategies into existing and new programs and share data and best practices with SWIB, consistent with privacy protections and legal requirements.

SWIB shall consult with Montana's tribal governments and tribal colleges to support workforce initiatives, leverage local expertise, and expand access to employment opportunities.

REPORT

Within 90 days, SWIB shall coordinate with relevant agencies to provide an initial written report to the Governor with recommendations and strategies for a statewide implementation plan for the first year of 406 JOBS, including measurable outcomes and timelines.

SWIB shall include information gathered from agencies as part of an annual report to the Governor, as well as use the outcomes and metrics in the development of both the Workforce Innovation and Opportunity Act and Perkins State Plans.

TERMINATION

This Order is effective immediately and shall remain in effect until amended or rescinded by subsequent executive order.

This Order is effective immediately.



GIVEN under my hand and the GREAT SEAL of the State of Montana this 11th day of August, 2025.



GREG GIANFORTE, Governor

ATTEST:



CHRISTI JACOBSEN, Secretary of State