



TAKING WORKFORCE TRAINING PROGRAMS MOBILE IN MONTANA

A Practical Guide for Montana Based Training Organizations

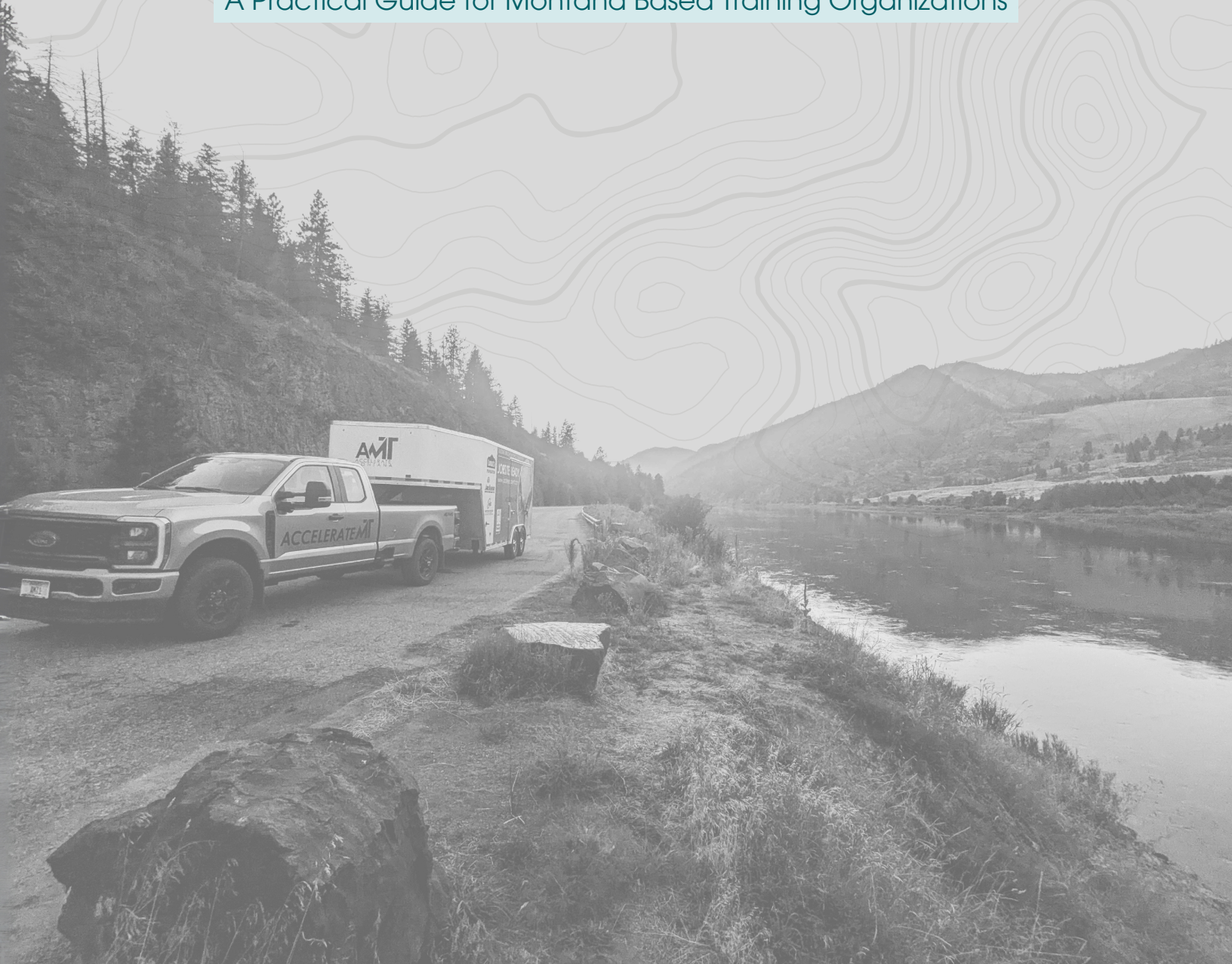


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INTRODUCTION

This toolkit provides practical guidance for Montana-based training organizations to deliver mobile workforce training programs to rural, Indigenous, and youth populations in Montana. Using the Job Site Ready (JSR) program as a case study, this toolkit shows how mobile training can be used to address local training needs and empower communities.

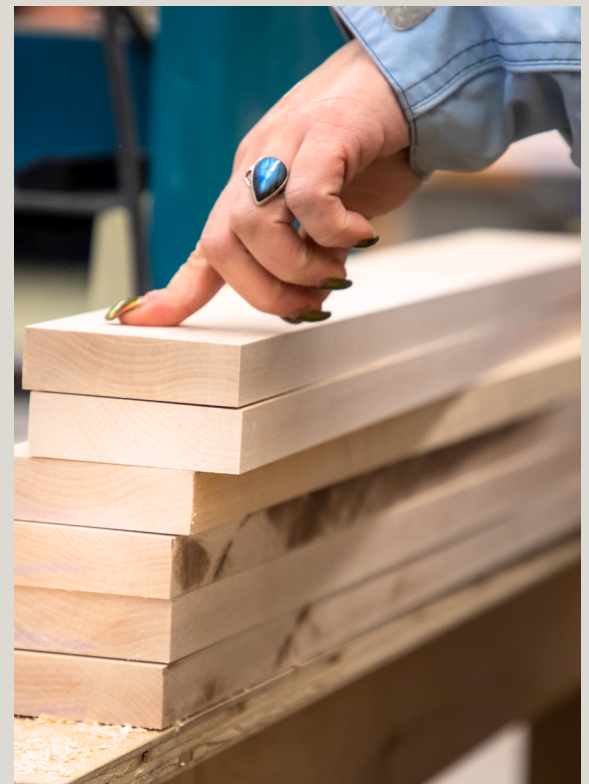
WHY MOBILE TRAINING?

Montana is characterized by its rural landscape, isolated communities, and Indigenous populations. Two-thirds of Montanans are more than an hour's drive from a higher education institution. These unique attributes present significant challenges to accessing workforce training.

Mobile training addresses these barriers including geographic isolation, limited transportation, and digital inequities.

Mobile workforce training programs like JSR demonstrate the potential to address the unique challenges of Montana's rural and Indigenous communities.

By prioritizing accessibility, cultural appropriateness, and partnerships, mobile training can drive meaningful economic development.



CASE STUDY: JOB SITE READY

Job Site Ready (JSR) prepares participants for careers in the construction trades through online and in-person skills training. This toolkit focuses on the mobile training model, showcasing its success and offering guidance for organizations to create their own. Partnering with local organizations, JSR's mobile training unit delivers hands-on learning directly to communities across Montana, removing travel barriers and increasing access to career opportunities.

Key Elements:

- ✓ Partnerships: Collaborates with local leaders and employers.
- ✓ Delivery: Combines online learning with on-site, practical training.
- ✓ Impact: Equips participants with skills while keeping them rooted in their communities.



MOBILE TRAINING CASE STUDY

Mobile training was launched to address the barriers that learners face accessing in-person training experiences. Many communities do not have resources such as a local instructor or adequate training facilities to host in-person training and as a result, learners must travel long distances to access these experiences. Mobile training brings the instructional and material resources needed to deliver training in any Montana community, addressing training equity challenges experienced by rural and indigenous communities.

Communities Served:

- Pryor, MT: Partnered with Foundations, Inc. and Pryor High School.
- Troy, MT: Partnered with Troy Library and Libby Job Service.
- Hamilton, MT: Partnered with Bitterroot College.
- Poplar, MT: Partnered with Fort Peck Housing Authority.

Statistics:

- Over 70% of learners were 24 years old or younger.
- Approximately 17% of participants were women.
- The mobile unit traveled 3,317 miles during its first year.



3,317
MILES TRAVELED

WHY GO MOBILE?

The Need:

- Two-thirds of Montanans do not live within commuting distance to a postsecondary institution.
- Rural and Indigenous communities often lack the tools, space, or instructor capacity to deliver hands-on training.

The Solution:

- A fully equipped mobile training unit with tools, materials, and a full-time instructor.
- Community-based partnerships to recruit trainees and identify local workforce needs.

Key Outcomes:

- Strengthened local workforce pipelines by collaborating with employers and community leaders.
- Built capacity for future training delivery by empowering local organizations.



"At Denman Construction, we see the JSR as an excellent starting point and springboard as apprentices embark into our 5,200-hour apprenticeship program in residential carpentry."



-Adam Shilling, Director of Apprenticeship & Training, Denman Construction

"Through mobile training initiatives, organizations can prioritize the expertise that already exists within Montana communities and tailor training experiences that respond to local need and prioritize local expertise. This model maximizes career outcomes that allow learners to continue to live and work in their home communities"



-Katherine Booher, Program Director for Job Site Ready

SUSTAINABILITY AND IMPACT OF JSR

Since the launch of Job Site Ready's mobile training program in 2024, the initiative has served 4 communities. Through all delivery modalities, the Job Site Ready Program has reached over 300 learners through both mobile and non-mobile programs, which have been in operation since 2022. The mobile program alone has covered an impressive 3,317 miles, delivering training directly to learners and eliminating the barrier of travel, making high-quality education in construction and trades more accessible.

Following the successful pilot season, there is a strong demand for more mobile training solutions. In response, Job Site Ready is preparing to roll out a full roster of mobile training offerings in 2025, further expanding its reach and impact in underserved areas.

JSR continues to collaborate with industry leaders to identify and develop innovative training opportunities that address the changing needs of Montana's workforce. This ongoing commitment ensures that Job Site Ready remains a sustainable and impactful model for workforce development, creating meaningful workforce training opportunities for Montana communities.



KEY STRATEGIES FOR MOBILE TRAINING

We approached understanding community needs by actively listening to the specific workforce challenges and priorities shared by our host partners within the community. This collaborative process allowed us to gain deeper insights into the unique needs and opportunities present, ensuring our efforts aligned with the goals and aspirations of the people we serve.

Our Strategies to Build Great Mobile Training Were:

1

Understand Community Needs

- We used tools like Montana Department of Labor dashboards to identify local workforce gaps.
- We engaged with local leaders, employers, and organizations for additional insights.

2

Develop Accessible Programs

- We offered flexible scheduling, aligning training times with seasonal and cultural priorities.
- We provided transportation solutions by using mobile units or local venues to minimize travel.

3

Deliver Effective Training

- We combined self-paced online modules with in-person hands-on sessions.
- We offered short, stackable training modules to enable quick workforce entry.

4

Badging

- Upon completing the Job Site Ready program, learners received a digital badge to recognize their achievements, skills and competencies. This badge can be showcased on a resume or LinkedIn profile to enhance professional visibility.



TIPS FOR SUSTAINABILITY & IMPACT IN MOBILE TRAINING PROGRAMS

To ensure the long-term success and meaningful impact of a mobile training program, focus on building strong partnerships, measuring outcomes, and staying adaptable.

1

Build Strategic Partnerships:

Collaborate with employers, post-secondary institutions, and community organizations. Employers provide insights into industry needs, post-secondary institutions offer credibility and resources, and community organizations assist with outreach and local support. Partnerships also strengthen funding opportunities and program visibility.

2

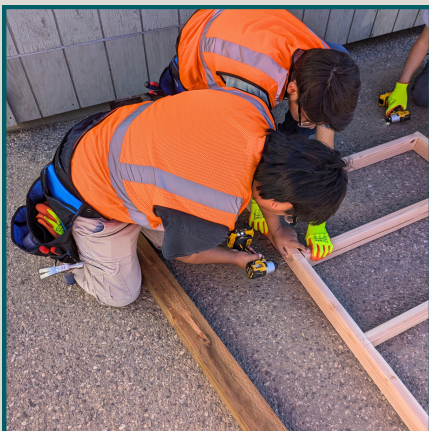
Foster Community Ownership:

Engage local leaders and organizations in planning and execution to align with community priorities. Empower community members to take leadership roles, ensuring the program's success and continuity long after the mobile unit moves to other areas.

3

Measure and Communicate Outcomes:

Track metrics such as program completion, employment rates, skill acquisition, and participant satisfaction. Use this data to refine the program, highlight successes, and attract funding. Clear communication about outcomes builds trust and supports long-term sustainability.



THANK YOU FOR READING THIS TOOLKIT

Mobile workforce training programs like JSR demonstrate the potential to address the unique challenges of Montana's rural and Indigenous communities. By emphasizing accessibility, cultural appropriateness, and partnerships, mobile training can drive meaningful economic development. For more information or assistance, contact Accelerate Montana's JSR workforce development lead [Katherine Booher](#).

The development of this toolkit is supported by



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