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2018 Annual Report

Maine Apprenticeship Program

Submitted by
Maine Department of Labor
Bureau of Employment Services

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MAINE
DEPARTMENT OF
LABOR

Maine Apprenticeship Program 2018 Annual Report

For the Period January 1, 2018 – December 31, 2018

Prepared for:

Governor Janet T. Mills

The Joint Standing Committee on Labor and Housing

The Joint Standing Committee on Education and Cultural Affairs

Submitted by:

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2018 Apprenticeship Program Overview

Apprenticeships provide benefits for both workers and businesses. Workers can earn and learn at the same time, and businesses can recruit, train, and retain highly skilled workers.

Both are supported by Maine's Apprenticeship Program (MAP). MAP is part of a nationally recognized workforce training program developed in collaboration with individual employers, employer associations and other intermediary organizations. Apprenticeship programs nationwide engage employees in learning skills specific to their occupation, both on the job and through at least 144 hours per year of formal coursework.

The program has worked collaboratively with employers/sponsors since 1941 and continues to innovate and adapt to meet the needs of today's employers and workers. 2018's historically low unemployment rate, combined with Maine's aging workforce, has employers scrambling to find the talented workforce they need. Many are interested in developing registered apprenticeship programs to address these needs. In addition to the 96 registered sponsors, MAP was working with 97 potential new sponsors at the end of the reporting period.

In 2018, MAP experienced a 21% increase in the number of State apprentices served, moving from 602 to 757. Similarly, the number of apprenticeship sponsors increased nearly 30% from 74 to 96. The 22 new sponsors include large associations that will act as apprenticeship intermediaries for their members. Association sponsors registered in 2018 include: Maine Energy Marketers Association (300 HVAC employers); Hospitality Maine (950 employers with over 1200 distinct locations); the Maine Association of Plumbing, Heating, Cooling Contractors, Inc. (40 employers); and, the Maine Shared Services Alliance (30 employers). Working through these intermediaries has the potential to connect over 1,300 businesses with new talent.

In addition, expansion of apprenticeship training programs into multiple healthcare occupations continued in 2018. MAP regularly combines multiple state and federal workforce development funding streams to further these opportunities. Every large healthcare system in Maine and many smaller, independent healthcare providers are sponsors of apprentices. Occupations include certified nursing assistant (CNA), ophthalmologist, CNA psychiatric technician, medical assistant, emergency room nurse, and front-line nurse leader.

MAP is also committed to continuing work with the Department of Corrections to reduce Maine's recidivism rate. Finding employment is one of the key factors in reducing the likelihood of a repeat offence. Apprenticeships currently available to Maine's prisoners include: service dog trainer, stitching specialist and carpenter. Baker and cook apprenticeship programs are being developed. These programs aim to provide reliable employment for ex-offenders and also provide much-needed resources for Maine's hospitality industry.

Apprenticeships are benefiting workers and employers, and supporting Maine's economy overall.

Benefits of Apprenticeship

For apprentices:

- Increased skills
- Apprentices earn while they learn
- Higher wages
- Mentor provides support while apprentice learns
- Job security
- Safer workplace
- Nationally recognized, portable credential

For employers:

- Improved Recruiting
- More diverse workforce
- Reduced turnover costs
- Higher productivity and fewer accidents
- Connection to training funds
- Flexible program, customized to meet employers needs
- A formalized approach that enhances existing business practices
- Employers realize an average return on investment of \$1.47 for every \$1 invested (per USDOL information)

For Maine:

- Strengthens local economies by developing highly trained and educated workers
- Is demand-driven, eliminating mismatch between skills taught and employers' needs
- Provides a customized, long-term solution to filling gaps facing industries as workers retire
- Can be combined with multiple workforce development and other funding streams
- Enhances meaningful engagement between the workforce development system and employers
- Encourages secondary, post-secondary and workforce development system to work together with business to understand and better serve Maine's workforce development needs



Total Apprenticeships

The number of apprenticeships increased 123% from 1,056 in 2017. 2,360

State Program 757

Federal Program (at the Portsmouth Naval Ship Yard) 1,603

New apprentices 575

Completed apprenticeships 166

Number of sponsors 96

The number of sponsors increased 30% from 74 in 2017.

Wages of Apprentices

Average annual gross wage of apprentices \$38,488

Estimated 2018 wages paid in Maine \$92.4 million

Increase in average wages from start to end of apprenticeship 44%

Average starting hourly rate was \$16.27, which increased to \$23.43 at completion

Expense Summary – Total \$525,161

General Fund Outreach and Administration \$205,863

Federal Grant Outreach (one-time funding) \$118,937

General Fund Tuition Reimbursement \$200,361

Apprenticeship Success Stories

Troy Fogg, Windham, Maine; Employer: Kinetics; Program: UA Plumbers and Pipefitters Local 716

After high school, I served four years in the United States Marine Corps. During my last 6 months of my enlistment, I joined the UA's VIP (Veterans in Piping) program. This led me to join Local 716's apprenticeship program in the fall of 2015. I was given a year's worth of credit so I was able to start as a second-year apprentice in a five-year program. I knew that the transition would be tough, but my apprenticeship is training me for a lifelong career not just a dead-end job. I am currently on my fifth and final year of my apprenticeship. I am making good wages and benefits that I couldn't get anywhere else. Thanks to my career path, I have been able to purchase a home and a new vehicle.

I enjoy working for Kinetics. I work with a respectable group of people. They have taken me under all their wings and have shown me the ropes. Not only have they helped with my on-the-job training, but also with advice and general life questions. Overall, I would say that my outcome with my apprenticeship is far greater than I could have imagined. I believe that an apprenticeship program is something that should be valued and respected. An apprenticeship program is something that should be pushed as a form of post-secondary education and not just viewed as a backup plan. My life has been changed for the better and I cannot imagine what I would be doing without being enrolled in the program. I am grateful for my smooth transition out of the military, compared to many who struggle.



Jessy Bosse, Lisbon, Maine, General Dynamics, Bath Iron Works, Design Apprentice Class of 2022

In my role as a Design Apprentice, I am learning 2D and 3D design with several different programs, as well as taking college courses through Maine Maritime Academy to receive my associate's degree upon the completion of the 4-year program. My goal after completion is to continue moving up within Bath Iron Works with the several opportunities that are offered here, as well as to obtain my bachelor's degree in the maritime field.



During my apprenticeship training program, I am getting an opportunity to work and learn from some of the best designers in the world. Bath Iron Works has been an important part of my family for many years. It makes me extremely proud to be a third-generation shipbuilder here, following in the footsteps of my father, uncle and grandfather, and helping to support the United States Navy. "Bath Built is Best Built" is not just a statement here, it is the truth!

Rebecca Wolfenden, Lisbon, Maine, General Dynamics-Bath Iron Works, Manufacturing - Sheet Metal Fabrication

Upon completion of this program, I will have an Associate's Degree from Maine Maritime Academy as well as the knowledge I will have gained from working closely within my trade with experienced mechanics. I am also excited to have additional opportunities for advancement within the company upon graduation.



After working as a social worker in various organizations for 13 years, my position was eliminated in January 2018 and I found myself unemployed. I didn't know what I wanted to do next, yet I knew that I was burned out and wanted to do something other than social work. While visiting with family shortly after being laid off, my father-in-law mentioned that the apprentice program at BIW was accepting applications, and while it was very competitive to get in, I should consider applying. I had never considered learning a trade or working at BIW before, and had only a general idea of the work based on living in the area for most of my life. Nevertheless, I went home, looked at the requirements, and submitted my application. I am so thankful I did! I have

learned so much since starting my program, and I look forward to learning even more in the coming years. I love what I do now, and I feel like I have found my passion working at the shipyard.

Miranda Nicely, Farmington, Maine; MaineGeneral Medical Center; Program: SHINE Medical-Surgical Residency

When I was in middle school I decided I wanted to become a nurse. I don't remember what triggered this realization other than I knew I wanted to spend my time helping others. I became a CNA my junior year of high school and was sure I was on



the right path after experiencing what it felt like to make a difference for your patients. I have to admit that there were times in nursing school I questioned if I had made a mistake pursuing nursing. However, I was always reminded that it would all be worth it when I could put the letters "RN" after my name and spend my whole career learning and caring for others. Senior year of nursing school, I spent my practicum at Maine General and knew this is where I wanted to be after graduation. Now I am proud to call myself a nurse in the float pool at Maine General. The residency apprenticeship program here has given me a place to share my experiences, ask questions, and continue to grow as I begin my journey in becoming the best nurse I can be.

The SHINE Medical Surgical Residency Apprenticeship Program at Maine General has had a huge impact in helping me successfully transition into my role as an RN. It has provided me with education, resources, and support from my fellow new grad nurses as well as seasoned staff at Maine General. This program has helped me be a better nurse for my patients and made being a new grad a truly great experience.

Travis May, Wales, Maine; IBEW, Local 567 Portland Electrical JATC

I am a father of 5. I was doing sales in Maryland and knew I needed a trade. Something to benefit my family and self. I started in the IBEW apprentice program in Maryland. I moved to Maine in 2016 from Maryland. I left the city for a better place to raise my children. For almost three years I've been a proud member of Local 567. I am thankful for the knowledge and experience I have gained so far, and look forward to taking what I've learned in class and applying it to this beautiful state of Maine.



Myles Gonzalez; Apprenticeship Program: UA Plumbers and Pipefitters Local 716

I was raised by my mother, a single parent raising 4 children in Bronx, NY. At a young age, my father was murdered which meant my mom was on her own to provide and support her family. My mother worked 2 jobs to provide for our family. This meant my mother worked hard, long and late hours. For me, it meant I was forced to grow up faster than most kids. My mom believed in the power of education. Having a good education would mean a better life for me and a successful future. I attended school but dropped out in the 9th grade. A Traditional educational classroom was a struggle for me. I gave up on myself. I worked minimum wage jobs to help support our home. I worked jobs which offered no financial relief to our struggle. Frustrated with the lack of financial stability, I made choices that would impact my life forever. Instead of a pathway to a successful future, my new path was headed toward incarceration. I hit rock bottom. At this point in life, I was also becoming a father to my 1st born son. Looking into his eyes, I knew I needed to recreate my pathway to a successful future. I needed to become the role model and father figure that I had taken from me. I needed to believe in myself to overcome barriers I created for myself. I knew lack of education would be an obstacle in obtaining financial stability and a career that could support my family. I worked hard and studied toward completing my G.E.D. I began researching educational growth opportunities that would require the traditional educational diplomas. I came across the UA Local 716 Plumber and Pipefitters apprenticeship program and put my application in. The thought of being accepted into a program that would enable me to learn on the job, while making a living wage, to obtain benefits and building future financial stability for not only myself but for my sons, was an opportunity that I knew I was capable of and needed to try for. I was accepted with my background, with my lack of education, because not only did I believe in myself, but the union believed in me and my future too. The union looked at me as a person and not who I was on paper. I truly believe, had I had the opportunity to participate in these programs at a younger age, my life pathways would've been very different.

I entered the Apprenticeship program as a 1st year apprentice and am working toward my Journeyman. Part of the apprentice program is the requirement of continued education and skills building. My classes incorporate hands on learning with skills training reinforced in the classroom setting. The educational opportunities are allowing me to grow and gain professional skills while remaining free from student loans. Being an apprentice means learning from experts in a field while being paid a living wage, receiving benefits such as Healthcare and retirement and a means to provide for my family. It is because of this opportunity that I have obtained financial stability that has made it possible for me to purchase a home for my family. Thank you- UA Local 716!

Active Apprenticeship Sponsors 2018

In 2018, Maine apprenticeship programs included 96 separate entities in five types of apprenticeship sponsorship. The breakdown of entities by sponsorship type are:

- 78 individual businesses, for which the sponsorship may range from 1 to nearly 100 apprentices;
- 8 group non-joint sponsors, which act as apprenticeship intermediaries for employers who have agreed to hire and train apprentices using the curriculum and on-the-job training outlines established by the group non-joint sponsor;
- 6 group joint apprenticeship programs, which are union sponsored joint apprenticeship training committees that have multiple signatory businesses working with their apprentices.
- 3 correctional facilities, which provide classroom and on-the-job training to incarcerated individuals; and,
- 1 federal facility, which employs the largest number of apprentices. Portsmouth Naval Shipyard (PNSY) employed 1,603 Maine based apprentices across 30 different trades in 2018. As a federally operated facility, PNSY is required to register their apprentices directly with the U.S. Department of Labor. Though the PNSY apprentices don't register through MAP, they are certainly very important to the overall apprenticeship picture and economic prosperity of our state.

Sponsor Name	Type of Sponsor	City
New Sponsors		
Acadia Integrative Medicine	Individual	Mt. Desert Island
Aroostook County Action Program	Individual	Presque Isle
Casco Bay Electric, LLC	Individual	Portland
Casella Resource Solutions	Individual	Saco
Day's Jewelers	Individual	Waterville
HospitalityMaine	Group Non-Joint	Augusta
Jordan Custom Carpentry	Individual	Lovell
Maine Assoc. of Plumbing, Heating, Cooling Contractors, Inc.	Group Non-Joint	Portland
Maine Correctional Industries	Correctional Facility	Windham
Maine Department of Corrections	Correctional Facility	Warren
Maine Energy Marketers Association	Group Non-Joint	Brunswick
Maine Medical Center / Maine Medical Partners	Individual	Scarborough
Maine Shared Services Alliance	Group Non-Joint	Waterville
Mountain View Correctional Facility	Correctional Facility	Charleston
Paradigm Window Solutions	Individual	Portland
Penobscot Job Corps	Group Non-Joint	Bangor
RCBI Apprenticeship Works-Maine	Group Non-Joint	West Virginia
Ricker Hill Farms, Inc.	Individual	Turner
Riposta Funeral Home	Individual	Belfast
Strong Agency, Inc	Individual	Thomaston
Sunday River Resort	Individual	Newry

Sponsor Name	Type of Sponsor	City
Continuing Sponsors		
Advantage Funeral Services	Individual	Portland
Alfred Water District	Individual	Alfred
Aroostook Medical Center	Individual	Presque Isle
Associated General Contractors of Maine, Inc.	Group Non-Joint	Augusta
Autumn Green Funeral Home	Individual	Alfred
Basix Automation Integrators	Individual	Dover, NH
Bath Iron Works	Individual	Bath
Black Funeral Home	Individual	Springvale
Blaiklock Carpentry, Inc.	Individual	Woolwich
Boston Ocular Prosthetics, Inc.	Individual	Jackson
Bragdon-Kelly Funeral Home	Individual	Ellsworth
Bridgton Veterinary Hospital	Individual	Bridgton
Brookings-Smith Funeral Home	Individual	Bangor
Central Maine Meats	Individual	Gardiner
Central Maine Motors Auto Group	Individual	Waterville
Cianbro	Individual	Pittsfield
Clover Manor, Inc.	Individual	Auburn
C-Prime Valuation Group, LLC	Individual	Freeport
Dan and Scott's Funeral Services	Individual	Farmington
Dennett-Craig & Pate Funeral Home	Individual	Saco
Eastern Fire Protection	Individual	Auburn
Everett J Prescott, Inc.	Individual	Gardiner
Finishing Trades Institute of New England	Group Joint (Union)	Roslindale, MA
Fortin Group Funeral Home	Individual	Lewiston
Gallant Funeral Home	Individual	Waterville
Hairbuilders	Individual	North Vassalboro
Hall Funeral Homes	Individual	Waldoboro
Hobbs Funeral Home	Individual	South Portland
Home Builders & Remodelers Assoc. of Maine	Group Non-Joint	York
Hope Memorial Chapel	Individual	Biddeford
IBEW1253, Augusta Electrical JATC	Group Joint (Union)	Fairfield
IBEW567, Portland Electrical JATC	Group Joint (Union)	Lewiston
Integrity Composites, LLC	Individual	Biddeford
Interstate Electrical Services, Inc.	Individual	Westbrook
Irving Woodlands, LLC.	Individual	Fort Kent
Johnson & Jordan Mechanical Contractors	Individual	Scarborough
Jones, Rich & Barnes Funeral Home	Individual	Portland
Ken L. Electric, Inc.	Individual	St. Agatha
Kennebec Valley Community Action Program	Individual	Waterville

Sponsor Name	Type of Sponsor	City
Kiley and Foley Funeral Service	Individual	Brewer
Knowlton, Hewins, & Roberts Funeral Home	Individual	Augusta
LaJoie Funeral Home and Cremation Services, LLC	Individual	Augusta
Lamson Funeral Home	Individual	Millinocket
Lawry Brothers Funeral Home	Individual	Fairfield
LincolnHealth	Individual	Boothbay Harbor
Lucas & Eaton Funeral Home	Individual	York
Maine Machine Products Co.	Individual	South Paris
MaineGeneral Medical Center, Inpatient	Individual	Augusta
MaineGeneral Medical Center, Outpatient	Individual	Augusta
Mancini Electric, Inc.	Individual	Portland
Mass. And Northern New England Laborers	Group Joint (Union)	Hopkinton, MA
McIntire-McCooey Funeral Home	Individual	South Berwick
Mid-Coast Energy Systems	Individual	Damariscotta
Midstate Machine	Individual	Winslow
Moody's Collision Centers	Individual	Gorham
Nestle Waters North America	Individual	Poland Spring
Northern Light Healthcare	Individual	Waterville
OHI	Individual	Hermon
Panolam Industries, Inc.	Individual	Auburn
Patten Tool and Engineering, Inc.	Individual	Kittery
Pen Bay Medical Center	Individual	Rockport
Plumbers and Pipefitters UA Local 716	Group Joint (Union)	Augusta
Portsmouth Naval Shipyard	Federally Registered	Kittery
Pratt & Whitney	Individual	North Berwick
Reed & Reed	Individual	Woolwich
Seabee Electric, Inc.	Individual	Scarborough
Sheet Metal Workers Local 17	Group Joint (Union)	Lewiston
Shorey Nichols Funeral Home	Individual	Pittsfield
Southern Kennebec Child Development Corp.	Individual	Farmingdale
St. Mary's Regional Medical Center	Individual	Lewiston
Thos. Moser Cabinetmakers	Individual	Auburn
UA Local 716 Plumbers & Pipefitters Union - Office	Individual	Augusta
Veilleux Funeral Home	Individual	Waterville
Wayne J. Griffin Electric	Individual	Holliston, MA
Winthrop Utilities District	Individual	Winthrop

Maine Apprenticeship Program Biennial Plan 2018-2019

The Maine Apprenticeship Program is authorized in Title 26 Chapter 37 of Maine Statute. In accordance with Section 3209 of that statute, the Maine Apprenticeship Council worked with MAP staff and interested parties to develop a biennial plan for the Maine Apprenticeship Program. The plan is outlined below.

PROGRAM VISION

- Maine has the most effective apprenticeship program in the country
- Maine Apprenticeship Program (MAP) is known for its innovativeness, creativity and ability to deliver experienced based learning and skill development for real world application – oriented careers
- In collaboration with Maine employers, MAP and other workforce development partners provide the most responsive and cost-effective training for workers that enable employers to thrive in a dynamic economy
- MAP works with partners to develop a workforce that is nationally renowned for its hard-work ethic and its ability to continually learn new skills as economic and technological change create new opportunities

○ PROGRAM GOALS AND STRATEGIES FOR IMPLEMENTATION

Goal 1: Internal Stakeholders can speak to and consult on Registered Apprenticeship to triple apprenticeship enrollments within 2 years.

1. Identify Assets

- a. Who in the Workforce Development System (WDS) already interacts with job seekers and businesses seeking to hire new or advance existing employees? (CareerCenters, community college system, CTE schools, etc...)
- b. Niche/target audiences to be recruited and hired as apprentices. (Veterans, Vocational Rehabilitation, Trade Adjustment Act (TAA) eligible trainees, youth)

2. Training for Internal Stakeholders

- a. Quarterly check-ins to share updates, best practices, challenges and strategies for overcoming road-blocks
- b. Develop talking points for assets outlining features and benefits of apprenticeship for employers and job seekers – send to assets

3. Outreach

- a. Generate and widely disseminate a press release when a new Registered Apprenticeship Sponsor is signed
- b. Mass mailing to employers included in annual UI mailing
- c. Social Media Campaign – new video to promote apprenticeship
- d. New MAP webpage
- e. Brand MAP – new logo
- f. Leverage MDOL webpages: CareerCenters, Safety, Labor, Rehab, Workforce Development Boards

Goal 2: Triple the number of registered sponsors and sub-sponsors within 2 years.

1. Expand the capacity of the MAP to provide technical assistance to potential Sponsors by leveraging business outreach staff employed by MDOL, service providers, community college and Adult Education providers in Maine
2. Target outreach to associations, unions, large employers and post-secondary education providers most likely to become sponsors
3. Market the benefits of apprenticeship to multiple audiences to improve understanding of the value

Goal 3: Create increased demand for apprenticeship from sponsors, jobseekers and programs

1. Educate/raise awareness – share success stories of apprentices and sponsors; MAP council trained as ambassadors; provide and promote facts on apprenticeship to debunk myths
2. Educate influencers – educators, parents, guidance counselors, apprentices
3. Expand/improve tools to increase demand – web-site, 1:1 meetings, guide to application, resource tool kit
4. Encourage sponsors to list apprenticeship positions on the Maine Job Link
5. Create a tool kit for educators/influencers: overview of apprenticeship, success stories, apprenticeship as a viable training pathway

Goal 4: Ensure quality and effectiveness of existing apprenticeship programs

1. Identify metrics related to quality and effectiveness for apprentice and sponsor
2. Develop clear registered apprentice guidelines for sponsors and apprentices
3. Support sponsors
4. Ensure alignment between industry and training provider
5. Provide ongoing program evaluation by MAP

Outreach and Progress Toward Reaching Biennial Plan Goals

Leveraging the funding provided through a Federal Apprenticeship accelerator grant, much progress has been made in implementing the strategies and achieving the goals established by the Maine Apprenticeship Council in the 2018 – 2019 Biennial Plan. With the additional funding, we increased the number of apprentices served by 1,346 apprentices and added 22 registered sponsors. Additionally, the grant allowed us to contract with Broadreach Communications to increase the visibility of the Maine Apprenticeship Program. A summary of some of the direct results generated by our contract with Broadreach follows:

- Three well attended sponsor recognition events were held during national apprenticeship week in November. Events were held at Eastern Maine Community College in Bangor, The Mid-Maine Chamber of Commerce in Waterville and at Southern Maine Community College in South Portland. Feedback about the events was great and the events generated media coverage and inquiries from potential new sponsors.
- Multiple articles on apprenticeship were published in MaineBiz, the Portland Press Herald, The Sun Journal and the Bangor Daily News
- A new outreach video was created and is posted on our updated website:
https://www.maine.gov/labor/jobs_training/apprenticeship.html
- Multiple television and radio interviews were arranged, including a segment on MPR Maine Calling
- A new Maine Apprenticeship Program logo was designed and has been helpful in promoting the program.
- Apprenticeship staff was invited to make presentations at multiple large convenings and conferences that included businesses, educators, and potential apprentices.



Increased apprenticeship staff capacity greatly assisted us to implement the above Broadreach Communications initiated activities and to achieve the following:

- Apprenticeship staff were in contact with upwards of 300 potential new sponsors in 2018.
- To help ensure the quality of existing apprenticeship programs, 29 existing sponsors were monitored in 2018 and were found to be delivering quality apprenticeship programs. Sponsors appreciated the individualized technical assistance and as a result, many are in the process of updating and/or expanding their apprenticeship program offerings.

Looking Forward

The MAP team will continue to expand Maine's availability of apprentice positions in 2019. Work is underway to increase the number of group non-joint intermediary sponsors, including associations, chambers of commerce and community college systems will continue. Presentations on becoming an intermediary sponsor of apprenticeship to the following Chambers of Commerce were made in late 2018/early 2019: Sebasticook Valley Chamber, York Chamber, Lewiston/Auburn Chamber and the Maine State Chamber. It is anticipated the several community colleges will become intermediary sponsors in 2019. Registering the community colleges as intermediary sponsors of apprenticeship will facilitate the process of leveraging funding from Maine's Community College System Quality Centers, Workforce Innovation and Opportunity Act, discretionary federal grants and the Competitive Skills Scholarship Fund.

MAP is excited to host the 75th convening of the Eastern Seaboard Apprenticeship Conference (ESAC) in May. ESAC is the oldest apprenticeship conference in the United States, comprised of apprenticeship representatives from 14 Atlantic coast states and the District of Columbia. The organization is designed to promote registered apprenticeship programs including representatives from Labor, Management, State, Government, Educational Facilities and small and large Businesses. "Apprenticeship: Your Maine Investment" will be held in Portland Maine, May 20 – May 24, 2019. The conference is a vital forum for business and industry, contractors, educators, labor organizations and apprenticeship programs to hear the latest federal and state regulations and policies governing apprenticeship and to view cutting edge apprenticeship practices from many states. It is anticipated that upwards of 500 individuals will attend the conference. For more information on the 2019 ESAC conference please visit <https://esaconference.org>

MAP is currently exploring ways to continue the expansion of apprenticeships. Grant funding from the U.S. Department of Labor was received in 2016, and was expended through 2018. The \$200,000 Apprenticeship Accelerator Grant assisted the Department in its mission to expand apprentice in Maine. The funding allowed for additional staff to be hired to focus on outreach. This additional outreach resulted in 22 new sponsors and the number of apprentices served in the 12-month period increased by 128%.

The federal government is expanding apprenticeships to include the Industry-Recognized Apprenticeship Program (IRAP). These apprenticeships are industry-driven and are accredited by non-government organizations that have been authorized by USDOL. Federal regulations are still pending as of this publication date.

Apprenticeships are a valuable workforce development solution for both workers and employers. The Department and the Council are proud to support its presence in Maine's workplaces.

The Maine Apprenticeship Council

Throughout the year, the Council is tasked with ensuring that: programs fall within the parameters of Apprenticeshipable Occupations; program standards meet or exceed statutory requirements; program sponsors provide for the adequate and safe training of apprentices; and, sponsors offer equal access to apprenticeship programs. As new programs are developed, Council members review sponsor approval packets electronically to ensure quality programming. Once the council receives a new program for consideration, they have 10 days to ask questions about the program and to approve or disapprove of the program registration. By reviewing and approving new programs via email, new sponsors receive a timely response and the quarterly council meetings can be spent discussing and making decisions on other apprenticeship issues.

Twelve voting members of the Maine Apprenticeship Council are appointed by the Governor, four additional non-voting members are appointed by commissioners of their respective agencies. The council meets on a quarterly basis and acts to advise the Maine Department of Labor on the approval of programs, sponsors, apprenticeship policy, rules and regulations.

The Maine Apprenticeship Program would like to acknowledge and thank current and past members for their dedicated service to the program:

Jennifer McKenna (Chair) – UA716

Allan Shepard – Portland Electrical 567 JATC

Jennifer Boynton – MaineGeneral Medical Center

Marion Sprague – Manufacturers Assoc. of Maine

Robin Wood – Reed & Reed, Inc.

Dawn Croteau – Office of Family Independence, DHHS

Dan Coffey – CIANBRO

Tracey Cooley, PhD – Penobscot Job Corp Center

Jonathan Mason – BIW/State Workforce Board

Tracie Travers – Jobs for Maine Graduates

Denise Garland – Dept. of Economic & Community Dev.

Lisa Larson – EMCC/Maine Community College System

Dwight Littlefield – CTE/Dept. of Education

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request. Programs are provided as a proud partner of the American Job Center network.