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MAINE
Apprenticeship
Program



MAINE APPRENTICESHIP PROGRAM

2022 Annual Report

Submitted by
Maine Department of Labor
Bureau of Employment Services

MAINE
DEPARTMENT OF
LABOR

Maine Apprenticeship Program 2022 Annual Report

For the Period January 1, 2022 – December 31, 2022

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:

Maine Department of Labor

Laura Fortman, Commissioner

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The success of Maine's economy is tied directly to the skill of our workforce and the creativity and innovation of our employers. Registered Apprenticeships are a vital part of Maine's economy – they provide ***career pathways to high-quality jobs*** that allow apprentices to earn while they learn. ***Employers hone their future workforce by developing programs in which workers are performing required duties while learning skills needed for higher-level performance.***

In Maine, these registered apprenticeships are part of the Maine Apprenticeship Program (MAP), which has been in place since 1941. The MAP is governed by Maine Statute Title 26 Chapter 37 § 3202 and Title 29 Parts 29 and 30 of the United States Code of Federal Regulations. ***Registered apprenticeships require at least 2,000 hours of on-the-job training and a minimum of 144 hours formal coursework for each year of the apprenticeship.*** MAP continues to innovate and adapt to meet employers' needs for skilled labor and workers' needs for good wages with a clearly defined pathway to career advancement.

Maine Apprenticeship Program: Vision, Goals, and Strategies

A connected Registered Apprenticeship system provides **multiple on and off-ramps for individuals**– with a clear pipeline for individuals to explore careers and connect to apprenticeship and certified **pre-apprenticeship programs**.

Expand the number of high-quality certified pre-apprenticeships and Registered Apprenticeships offered within priority communities

- Expand reach of existing Registered Apprenticeship offerings
- Develop new Registered Apprenticeship programs in existing and emerging industries via union, association, and employer partnerships
- Support and expand quality pre-apprenticeship and other on-ramp programs

Increase the number of under-represented workers in Registered Apprenticeship

- Develop partnerships with trusted community organizations representing priority communities to build clear on-ramps to pre-apprenticeship and Registered Apprenticeship programs
- Develop wraparound support strategies and partnerships to address basic needs
- Develop clear processes to provide interpersonal support throughout program and after placement
- Provide tools, training, and accountability mechanisms to support apprenticeship sponsors in fostering equitable and inclusive workplaces

Develop an integrated, sustainable, and effective statewide Registered Apprenticeship system

- Deepen career and technical education, community college & employer partnerships

- Integrate apprenticeship deeply into existing workforce system
- Generate demand through education and outreach efforts on benefits of Registered Apprenticeship
- Embed accountability systems to track progress, address gaps, and report out

Guiding Principles for the Continued Development and Expansion of Maine's Registered Apprenticeship System

Maine's vision for a statewide system builds on a Registered Apprenticeship model and includes the following principles:

- ✓ **Aligned, accessible, and easy to navigate system** including transparent entry and success requirements with common quality standards, continuum of learning with multiple on- and off-ramps, presence of strong intermediary organizations, and embedded into Adult Education, K-12, Career and Technical Education (CTE), and the Maine Community College System
- ✓ **Clear connection to quality job and credential including** culmination in industry-recognized credential, skills development through mentored, work-based learning, and connection to a Registered Apprenticeship program
- ✓ **Supported participation of under-represented populations** including supportive services including academic, career exploration, and wraparound supports, involve people who have been shut out from apprenticeship opportunities in leadership and design, and interpersonal supports via mentorship
- ✓ **Inclusive, safe, supportive, and fair workplaces** including training for sponsors on creating inclusive workplaces and fair compensation and robust labor protections
- ✓ **Sustainable system, accountable to outcomes** including equity standards for Registered Apprenticeship programs, accountability to equity outcomes, clear systems and defined metrics to measure progress, and policies, practices, and structures to sustain the apprenticeship system

Investment in the Future

The Maine Apprenticeship Program launched a \$12.3 million Request for Application grant opportunity in January 2022, funded by the Maine Jobs and Recovery Plan and a USDOL State Apprenticeship Expansion, Equity, and Innovation (SAEEI) grant. Fourteen collaborations (employers, community-based organizations, training providers, unions, and apprenticeship intermediaries) were selected to receive grant funding. These investments will:

1. Expand the number of high-quality pre and registered Apprenticeships offered within our priority communities of women, people of color, people with disabilities, and justice involved individuals and
2. Increase the number of under-represented workers in Apprenticeship with a focus on women, people of color, people with disabilities, and justice involved individuals.

In total, 14 organizations were selected to receive \$12.3 million to expand apprenticeship and pre-apprenticeship opportunities across the State of Maine. These organizations are expected to create new training and work opportunities for 1,000 new apprentices and 2,000 new pre-apprentices, add

more than 150 new employer sponsors, and create new apprenticeships in more than 50 new occupations by December 2024.

The 14 organizations awarded grants are:

- **Associated General Contractors of Maine:** The Associated General Contractors of Maine will develop a pre-apprenticeship Immersion Program, designed for local graduating high school students as an introduction to trades, as well as expand apprenticeship programs for new crane operator, heavy highway construction laborer, commercial carpenter and electrician.
- **Educate Maine:** In partnership with Jackson Laboratory, Hancock County Technical Center, MDI Adult Education, and RSU #24 Adult Education, Educate Maine plans to develop infrastructure pre-apprenticeship and apprenticeship programs to lead into occupations such as HVAC technician, maintenance mechanic, and stationery engineer.
- **Foster Career and Technical Education Center:** Foster CTE in Farmington plans to become an intermediary sponsor of apprenticeship to serve current high school students through the development of a new pre-apprenticeship program that will include core academics and basic skill building and connect to registered apprenticeship opportunities under development with local employers in construction, healthcare, manufacturing, and culinary arts.
- **General Dynamics Bath Iron Works:** In partnership with Southern Maine Community College, BIW will expand its manufacturing technician pre-apprenticeship program to increase the pipeline of individuals for its apprenticeship programs.
- **Gorham School District:** Gorham School District plans to expand its training programs for current high school students into pre-apprenticeship and apprenticeship offerings for Certified Nursing Assistant (CNA), CDL driver and early childhood educator programs.
- **HospitalityMaine Education Foundation:** HospitalityMaine aims to develop seven new apprenticeship occupations for the Hospitality Industry including event planner and manager, kitchen manager, lodging manager and accounting technician and increase the uptake of apprenticeship opportunities within the hospitality industry by supporting several employers in becoming sub-sponsors of apprenticeship.
- **Industrial Roofing Company:** Industrial Roofing Company of Lewiston will establish a new registered apprenticeship program in roofing by using grant funds to certify trainers as National Center for Construction Education & Research instructors to deliver NCCER training and certification for new apprentices.
- **Lewiston Adult Education / Lewiston Public Schools:** Lewiston Adult Education plans to become a registered intermediary apprenticeship sponsor and create pre-apprenticeship programs in the construction trades and healthcare occupations including personal support specialist, CNA, and medical assistant.
- **Maine AFL-CIO:** In partnership with IBEW 1253, New England Laborers Training Academy, Maine Building and Construction Trades Council, and RSU 19, Maine AFL-CIO plans to develop three new pre-apprenticeship programs focused on providing multi-craft core curriculum.

- **MaineHealth:** MaineHealth will develop pre-apprenticeship tracks for phlebotomy, CNA and medical assistant and expand outreach to increase enrollment in existing apprenticeship programs.
- **Portland Adult Education:** Portland Adult Education will create pre-apprenticeship opportunities in healthcare and clean energy in partnership with ReVision Energy, MaineHealth, and Northern Light Health, with a focus on providing opportunities for non-native English speakers.
- **ReVision Energy:** ReVision Energy, an apprenticeship sponsor since 2019, will expand apprenticeship programming through enhancing their existing electrician apprenticeship program and expanding into three new occupations: customer service, technical sales, and operations management through partnerships with Portland Adult Education and Learning Works.
- **Somerset Career & Technical Center:** Somerset Career & Technical Center will hire an Apprenticeship Navigator to expand existing apprenticeship programming and develop a new pre-apprenticeship program that will enable more students to be hired as apprentices in banking, insurance, HVAC, business management, and other fields.
- **Washington County Community College:** Washington County Community College will hire an Apprenticeship Navigator to expand apprenticeship capacity and support apprentices and pre-apprentices in many fields including aquaculture, retail, and healthcare.

Each of these organizations began creating their programming or expanding on existing programming in 2022. As the framework is laid for these pre-apprenticeship and apprenticeship opportunities, we anticipate a rapid growth in our pre-apprentices and apprentices in 2023. The MAP team looks forward to continued collaboration with these organizations and our other 133 apprenticeship sponsors in expanding opportunities across the state.

2022 Maine Apprenticeship Program Overview

Highlights

- 3,058 apprentices were actively working on industry-recognized skill certifications.
- Apprentices who completed their programs during 2022 attained an average wage of \$27.44
- The Maine Apprenticeship Program received \$12.3 million in Maine Jobs and Recovery Plan (MJRP) funds in 2022. These funds, invested through a competitive RFP process, will collectively expand apprenticeship in Maine by 2,000 certified pre-apprentices and 1,000 new Registered Apprentices.
- Veterans make up 10 percent of Maine's total population and represent 12 percent of the state's registered apprentices.
- 250 women (8.2 percent of all apprentices, up from 6.8% in 2021) pursued training in non-traditional occupations (NTO's) such as machinist, non-destructive tester, pipefitter, electrician, shipfitter and welder among other occupations traditionally held by men.

- 264 (8.6%) apprentices identified as a member of the Black, Indigenous, People of Color (BIPOC) community

Active Apprenticeship Sponsors in 2022

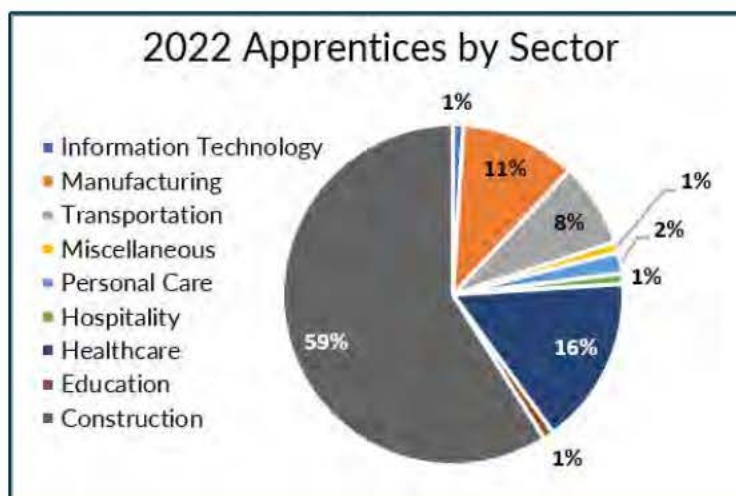
In 2022, apprenticeship programs operating in Maine included 133 separate entities as active sponsors of 3,102 apprentices in 271 sponsor-customized occupational programs. Currently, three types of apprenticeship sponsors are operating in Maine: group joint, single employer, and intermediary sponsors. *Please refer to Appendix 1 for a list of all sponsors active in 2022.*

- The bulk of MAP sponsors continue to be individual businesses (102). Many businesses employ one apprentice, while some larger employers (ex: Cianbro, Revision Energy, Inc., and Casella Resource Solutions) served more than 60 apprentices each in 2022.
- The seven joint programs registered in Maine are union-sponsored joint apprenticeship training committees (JATC) that have multiple signatory businesses working with their apprentices. Collectively, 351 apprentices (11.5% of total served) were sponsored by JATC's in 2022.
- Intermediary sponsors (23) in Maine sponsored 309 apprentices (10.1% of total served) in 2022. Intermediaries act as apprenticeship agents for their sub-employers who have agreed to hire and train apprentices using the curriculum and on-the-job training outlines established by the sponsor.
- As a federally operated facility, Portsmouth Naval Shipyard (PNSY), is required to register their apprentices directly with the U.S. Department of Labor. PSNY employed 1,418 apprentices, in 18 different time-based trades in 2022. A total of 543 (38.3%) of PNSY apprentices received their classroom training at York County Community College. The PNSY apprentices do not register or receive any funding through MAP.

Demographics and Sector Breakdown of 2022 Apprentices

The construction sector represented the largest percentage of apprentices registered with the Maine Apprenticeship Program at 59 percent. Electricians comprise 38% of all apprentices registered in Maine. These occupations cut across are found in multiple sectors. At 16%, healthcare sector was the second largest sector served, with manufacturing at a close third (11%).

For a listing of all occupations supported by Apprenticeship in 2022, see Appendix 2.

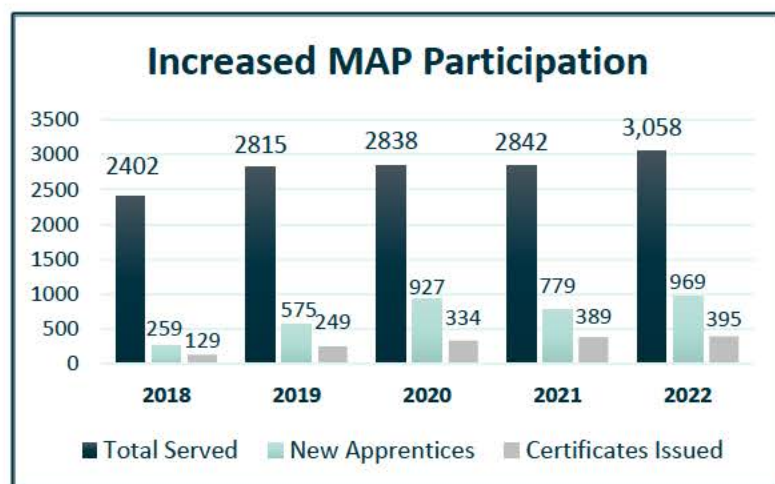


In 2022, **3,058 apprentices were actively working on industry-recognized skill certifications**. Veterans make up 10 percent of Maine's total population and represent 12 percent of the state's registered apprentices. Two hundred and fifty women (8.2 percent of all apprentices, up from 6.8% in 2021) pursued training in non-traditional occupations (NTO's) such as machinist, non-destructive tester, pipefitter, electrician, shipfitter and welder among other occupations traditionally held by men. Two hundred and sixty-four (8.6%) apprentices identified as a member of the Black, Indigenous, People of Color (BIPOC) community.

Total Served	Male*	Female*	Female - NTO	BIPOC**	Disability Disclosed	Veteran
3,058	2,557	501	250	264	21	372

* 43 individuals did not identify as male or female

** BIPOC – Black, Indigenous, People of Color



In the past five years, nearly 14,000 individuals have registered as apprentices and committed to structured, most often multi-year “schedules of work”. One thousand four hundred and ninety-six of those individuals have completed their apprenticeships, earning journey worker status in their chosen occupation. 2022 represented the highest growth of new apprentices registered (969) in the past five years.

Focus on Business and Training Engagement

Registered apprenticeship programs help businesses address their ongoing workforce hiring, training, and retention needs. Despite unprecedented unemployment and uncertainty caused by the COVID-19 pandemic continuing into 2022, employer engagement with MAP remains strong; 24 new sponsors were registered, and 110 potential new sponsors are working with MAP to explore becoming an apprenticeship sponsor.

Quality Assurance of Programming

In 2022 Maine Apprenticeship Program (MAP) staff conducted 12 quality assurance reviews of registered apprenticeship programs to verify that quality apprenticeship programs in compliance with CFR parts 29 and 30 are being delivered. Seven of the sponsors monitored were moved from provisional to permanent sponsor status and four continued their permanent registration status. One sponsor was provided with technical assistance on how to make improvements to record keeping and curriculum of their program and will be assessed again in 2023.



Success Stories

Rilee Newhall

Winthrop, Maine

Successful Funeral Practitioner, Family First Funeral Homes

Not knowing what I was getting myself into, I applied for mortuary school while also working full time to complete my required apprentice hours. It was tough to say the least, but I would not change it for the world. The Work-Hands App helped me to easily track my on-the-job and classroom training hours, which was very helpful to me and my employer in meeting the requirements of the program.

I worked with a grieving family who had just lost their 24-year-old daughter while at my first job as a Funeral Attendant. It was one of the first families I had helped serve and it will forever leave an impact on me. This family is the reason I am in the funeral industry today, they helped me realize that this job can be so rewarding and impactful on someone's life.

I cannot believe I have made it to where I am today and a HUGE thank you goes out to the staff at the Maine Apprenticeship Program for helping me from the start and guiding me through this entire process.



Jillian Rackliff

Newport, Maine

IBEW 1253 All-Trades Pre-Apprenticeship Program

The Maine AFL-CIO, in conjunction with IBEW 1253 Augusta Electrical JATC, launched NABTU's multi-craft core curriculum pre-apprenticeship program with local high school students this fall - a first in Maine. In this pre-apprenticeship program, 16 Nokomis Regional High students meet every other day to explore the various careers within construction and to learn a variety of trade skills, all while developing life and career readiness. These students will be provided a pathway to a wide variety of careers in construction, clean energy, and manufacturing, focus areas of the [Maine Jobs and Recovery Plan](#).



Pre-apprentice Jillian Rackliff had this to say about her experience so far with the program:

"I signed up for this course after hearing about it from my Extended Learning Opportunity (ELO) Director. We were looking into career choices and thought this would be a good opportunity since I enjoy working hands-on and want to go right into my workplace after graduating. Taking this pre-apprenticeship course also gives me my last math credit needed to graduate.

Since beginning this course, I have passed my aptitude testing and was interviewed for next year's registered apprenticeship. I've gotten free CPR/First Aid training, on top of working towards my OSHA 30 certification. All of these things give me a leg up in my career because I'm becoming known by the contractors and am completing the training that I need. Having guest speakers come in to teach us about a day in their life at different jobs, along with watching informational videos, helps us students decide whether it's the kind of work they're looking for or not. You also learn what benefits come with the trades, such as health insurance and retirement plans. This program gives you the opportunity to see what options there are in trades and can help you get a head start in whichever trade you choose."

Jillian applied for and was accepted into the IBEW 1253 Augusta Electrical JATC's Electrical program. She plans to begin her career as an electrician in the spring of 2023.

2022 Light on the Point Award



The Southern Maine Community College Foundation awarded the Maine Apprenticeship Program, MaineHealth, Martin's Point Healthcare, InterMed, and the Harold Alfond Center for the Advancement of Maine's Workforce with the Outstanding Business Award on November 3, 2022.

The Outstanding Business Award is given annually to a business or organization that has supported the College and/or made a significant impact within the business community. This collaborative partnership evolved from an industry need to increase the skill level and certification credentials for Medical Assistants. By focusing on skill attainment and proficiency, the team endeavored to combine work experience and academic achievement in a holistic, work-centered environment.

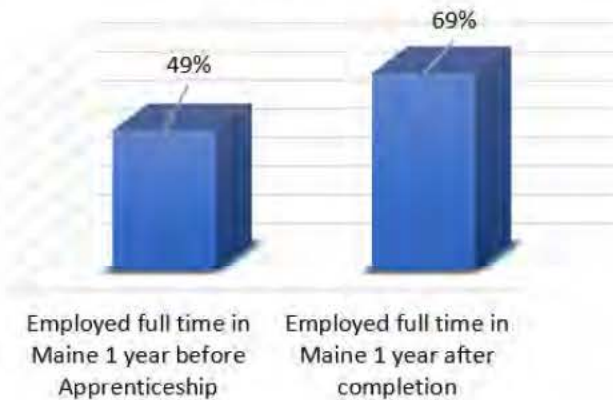
Outcomes: Maine EARNs Apprenticeship Evaluation Project

With funding provided through a 2020 Federal Apprenticeship Grant, Maine's Center for Workforce Research and Information (CWRI) created and signed a data sharing agreement with the U.S. Department of Labor. Maine's apprenticeship records are securely stored in the no-cost federal RAPIDS data base. The data sharing agreement allows CWRI to securely transfer apprenticeship records from RAPIDS to the Maine Department of Labor's Data Warehouse. The data is then used to create and maintain a data series that allows for the study of the impact of apprenticeships on the employment and earnings of cohorts of individuals over time. To generate the following information, CWRI used participants with a completion date (or an expected completion date) between calendar year 2017 through 2022.

**Median Wage Of 2017-2022 Apprentices,
Before And After Apprenticeship
Completion**



**Employment Before and After Apprenticeship
Completion**



Outcomes of All Occupations and Among Maine's Largest Apprenticeship Programs

Occupation Title	Total Completers	Completers with 1 Year Outcomes	Percent Employed FT in Maine 1 Year Prior to Apprenticeship	Percent Employed Full Time in Maine 1 Year After Completion	Median Wage of FT Employees in Maine 1 Year Prior to Apprenticeship	Median Wage FT Employees 1 Year After Completion	Percent Change in Median Wage of FT Employees
All Occupations	564	334	49%	69%	\$44,556	\$62,922	41%
Electricians	97	60	41%	62%	\$43,376	\$70,257	62%
Nursing Assistants	59	59	31%	61%	\$29,861	\$32,512	9%
Medical Assistants	36	32	42%	81%	\$31,244	\$38,781	24%
Plumbers, Pipefitters, and Steamfitters	32	18	97%	89%	\$59,747	\$79,965	34%

Completed Participants Between 2017 Through 2022

Age	All Participants	% of All Participants	Completed Participants	% of Completed Participants
< 24	434	30.1%	150	26.6%
25-34	530	37.6%	227	40.3%
35-44	254	18.0%	112	19.9%
45-54	80	5.7%	36	6.4%
55-65	28	2.0%	11	2.0%

Maine Apprenticeship Council

The Maine Apprenticeship Council assists and advises the Department in the administration of the MAP. As required by Title 26 §3209 of Maine statute, the Council consists of twelve voting members who are appointed by the Governor. It also includes four additional non-voting members appointed by the leadership of their various organizations.

2022 Members of the Maine Apprenticeship Council:

Council Members Representing Labor Organizations

- Jennifer McKenna, Chair, United Association of Plumbers and Pipefitters, Local 716
- Jason Shedlock, Laborers' International Union of North America, Maine State Building Trades & Construction Trades Council
- George Howe, International Brotherhood of Electrical Workers, Local 1253
- Donald Nazaroff, Sheet Metal Workers Local 17

Council Members Representing Employers

- Jennifer Boynton, MaineGeneral Medical Center
- Robin Wood, Reed & Reed, Inc.
- Daniel Coffey, Cianbro Corporation
- Lescar Beane, E.S. Boulos Company

Council Members Representing the Public. May not be an industrial employee or employer or be directly concerned with any particular industrial employee or employer. Two of the public appointees must represent the interest of women and minorities and recipients of benefits under the temporary assistance for needy family's program.

- Tracey Cooley, PhD, Career Systems Development Corporation
- Dawn Croteau, Department of Health and Human Services, Office of Family Independence
- Tracie Travers, Jobs for Maine Graduates
- Open Seat

Non-Voting Council Members Representing Maine's State Workforce Board, Department of Economic & Community Development, Community College System and Department of Education

- Allyson Coombs, State Workforce Board
- Denise Garland, Department of Economic & Community Development
- Charles Collins, Maine Community College System
- Dwight Littlefield, Department of Education, Career & Technical Education

Looking Forward

Maine's Economic Development Strategy for 2020-2029 includes integrated alignment with our workforce, education, and apprenticeship partners. The MAP team has started these conversations and continue to integrate apprenticeship programs with other workforce development strategies. Another focus of Maine's Economic Development Strategy is to "make Maine a diverse, equitable, and inclusive state where all Mainers can reach their full potential." The Maine Apprenticeship Program will implement diversity, equity, and inclusion initiatives that encourage apprenticeship sponsors to reach underrepresented populations during recruitment and retain apprentices through inclusive programming. One key strategy is the development of pre-apprenticeship programming, which will help prepare trainees to enter a registered apprenticeship. Further integration with WIOA and related program partners, in combination with the grant funding, will help to provide supportive services to those that may face barriers to participation.

Across the state, businesses see the need to recruit and retain employees and are creating apprenticeship programs to do so. The Department stands poised to expand apprenticeship programs to all industries and help ensure they are accessible to all individuals in Maine. Developing new programs, expanding existing programs, connecting apprentices to supportive services, and conducting outreach throughout Maine will be the focus of our apprenticeship program activities in 2023.



Appendix 1 – 2022 Maine Apprenticeship Sponsors

24 New Sponsor in 2022	Type	City	State
Bibber Memorial Chapel	Employer	Kennebunk	ME
Dan Libby Refrigeration, Heating, AC LLC	Employer	Standish	ME
Day & Ross	Employer	Houlton	ME
Dead River Company	Employer	South Portland	ME
Doc's Upholstery and Restoration	Employer	West Bath	ME
East Coast Electric of ME LLC	Employer	Saco	ME
Fabian Oil Inc	Employer	Oakland	ME
Industrial Roofing Company	Employer	Lewiston	ME
Jordan Custom Carpentry, Inc.	Employer	Lovell	ME
LKG Services	Employer	South Freeport	ME
Maine Aquaculture Association	Intermediary	Hallowell	ME
Maine Department of Health and Human Services	Intermediary	Augusta	ME
Maine Department of Marine Resources - Bureau of Marine Patrol	Employer	Augusta	ME
Maine Kayak, Inc	Employer	New Harbor	ME
Maine Roads to Quality Professional Development Network	Intermediary	Portland	ME
Martin's Point Healthcare	Employer	Portland	ME
Medical Care Development	Intermediary	Augusta	ME
Mitchell-Tweedie, Inc.	Employer	Bucksport	ME
Northeast Residential Services	Employer	Gray	ME
Novel Energy Solutions	Employer	St. Paul	MN
True Enterprises LLC	Employer	York	ME
Warren Mechanical	Employer	Westbrook	ME
WYEcon Inc.	Employer	Newport	ME
York County Community College	Intermediary	Wells	ME

108 Continuing Sponsors in 2022	Type	City	State
Heat & Frost Insulators, LU 6/Axion	Union/Labor	Boston	MA
IBEW1253, Augusta Electrical JATC	Union/Labor	Newport	ME
IBEW567, Portland Electrical JATC	Union/Labor	Lewiston	ME
Ironworkers Local 7 JATC	Union/Labor	Clinton	ME
Massachusetts and Northern New England Laborers	Union/Labor	Hopkinton	MA
Plumbers and Pipefitters UA Local 716	Union/Labor	Augusta	ME
Sheet Metal Workers Local 17	Union/Labor	Lewiston	ME
Associated Builders & Contractors of Maine, Inc.	Intermediary	Gray	ME
Associated General Contractors of Maine, Inc.	Intermediary	Augusta	ME
Boyne Resorts	Intermediary	Newry	ME
Cianbro	Intermediary	Pittsfield	ME
Family First Funeral Homes	Intermediary	Gardiner	ME
HospitalityMaine	Intermediary	Augusta	ME
Kincer Funeral Home, DBA Funeral Alternatives Group	Intermediary	Richmond	ME
Maine Association of Plumbing, Heating, Cooling Contractors, Inc	Intermediary	Cumberland	ME
Maine Department of Corrections Apprenticeship Office/Mt. View	Intermediary	Charleston	ME

108 Continuing Sponsors in 2022	Type	City	State
Maine Rural Water Association	Intermediary	Richmond	ME
Northern Light Health	Intermediary	Waterville	ME
Northern Maine Community College	Intermediary	Presque Isle	ME
Penobscot Job Corps	Intermediary	Bangor	ME
RCBI Apprenticeship Works-Maine	Intermediary	Saco	ME
SAFAL Maine	Intermediary	Houston	TX
Somerset Career & Technical Center	Intermediary	Skowhegan	ME
Southern Maine Community College	Intermediary	South Portland	ME
Washington County Community College	Intermediary	Calais	ME
A.T. Hutchins LLC	Employer	Portland	ME
ADT Commercial	Employer	Portland	ME
Advantage Funeral and Cremation Services	Employer	Portland	ME
Aero Heating & Ventilating, Inc.	Employer	Westbrook	ME
Anthony Mancini, Inc. DBA Mancini Electric	Employer	Portland	ME
Aroostook County Action Program	Employer	Presque Isle	ME
Barrette Outdoor Living, Inc.	Employer	Biddeford	ME
BASiX Automation Integrators, Inc.	Employer	Dover	NH
Bassett Custom Home Builders Inc	Employer	Durham	ME
Birmingham Funeral Home	Employer	Old Town	ME
Blaiklock Carpentry, Inc.	Employer	Woolwich	ME
Boston Ocular Prosthetics, Inc.	Employer	Jackson	ME
Bowers Funeral Home	Employer	Houlton	ME
Brackley Electric, Inc.	Employer	West Bath	ME
Bragdon-Kelley Funeral Homes	Employer	Ellsworth	ME
Bridgton Veterinary Hospital	Employer	Bridgton	ME
Bristol Seafood	Employer	Portland	ME
Brookings-Smith Funeral Home	Employer	Bangor	ME
Burpee, Carpenter & Hutchins Funeral Home	Employer	Rockland	ME
C&L Aviation Group	Employer	Bangor	ME
Casco Bay Electric, LLC	Employer	Portland	ME
Casella Resource Solutions	Employer	Saco	ME
Clover Manor, Inc.	Employer	Auburn	ME
Conroy-Tully Walker Funeral Homes	Employer	Portland	ME
Cote Funeral Home	Employer	Saco	ME
C-Prime Valuation Group, LLC	Employer	Freeport	ME
David E Desmond Funeral Services	Employer	Bath	ME
Davis Ulmer	Employer	Auburn	ME
Day's Jewelers	Employer	Waterville	ME
DeBlois Electric, Inc.	Employer	Lewiston	ME
Dennett-Craig & Pate Funeral Home	Employer	Saco	ME
DePco Mechanical LLC	Employer	Plainville	CT
Dog House Energy Services LLC	Employer	Freeport	ME
Downeast Direct Cremation, LLC	Employer	Bangor	ME
Duncan Graves Funeral Home	Employer	Presque Isle	ME

108 Continuing Sponsors in 2022	Type	City	State
Estes Oil & Propane	Employer	York	ME
Favreau Electric	Employer	Brunswick	ME
Fortin Group Funeral Home	Employer	Lewiston	ME
Gallant Funeral Home	Employer	Waterville	ME
General Dynamics, Bath Iron Works	Employer	Bath	ME
Hall Funeral Homes	Employer	Waldoboro	ME
Hobbs Funeral Home	Employer	South Portland	ME
Hope Memorial Chapel	Employer	Biddeford	ME
Interstate Electrical Services, Inc.	Employer	York	ME
J.S. Pelkey Funeral Home	Employer	Kittery	ME
Jones, Rich & Barnes Funeral Home	Employer	Portland	ME
Jordan-Fernald Funeral Home	Employer	Mount Desert	ME
Ken L. Electric, Inc.	Employer	Saint Agatha	ME
Kiley and Foley Funeral Service	Employer	Brewer	ME
Lajoie Funeral Home and Cremation Services, LLC	Employer	Madawaska	ME
Lamson Funeral Home	Employer	Millinocket	ME
Limerick Supermarket	Employer	Limerick	ME
LincolnHealth	Employer	Boothbay Harbor	ME
Louth Callan Renewables, LLC	Employer	Augusta	ME
Maine Department of Corrections	Employer	Augusta	ME
Maine Medical Center / Maine Medical Partners	Employer	South Portland	ME
MaineGeneral Health	Employer	Augusta	ME
Mays Funeral Home	Employer	Calais	ME
McIntire-McCooey Funeral Home	Employer	South Berwick	ME
Mid-Coast Energy Systems	Employer	Damariscotta	ME
Mid-State Machine	Employer	Winslow	ME
Modula	Employer	Lewiston	ME
Moody's Collision	Employer	Gorham	ME
Nestle Waters North America	Employer	Poland Spring	ME
Panolam Industries, Inc.	Employer	Auburn	ME
Pen Bay Medical Center	Employer	Rockport	ME
Pine State Services	Employer	Westbrook	ME
Pratt & Whitney	Employer	North Berwick	ME
Regional Electric, LLC	Employer	Lewiston	ME
Revision Energy, Inc.	Employer	South Portland	ME
Ricker Hill Farms, Inc.	Employer	Turner	ME
Riposta Funeral Home	Employer	Belfast	ME
Seabee Electric, Inc.	Employer	Scarborough	ME
Shaw's Supermarket	Employer	Portland	ME
Southern Kennebec Child Development Corporation	Employer	Farmingdale	ME
St. Mary's Regional Medical Center	Employer	Lewiston	ME
T&D Wood Energy, LLC	Employer	Sanford	ME
Thos. Moser Cabinetmakers	Employer	Auburn	ME
Valley Gas and Oil Company	Employer	Kingfield	ME

108 Continuing Sponsors in 2022	Type	City	State
Veilleux Funeral Home	Employer	Waterville	ME
Walgreens	Employer	Scarborough	ME
Wayne J Griffin Electric	Employer	Holliston	MA
WordLab, LLC	Employer	Portland	ME

Benefits of Apprenticeship

For Apprentices:

- Increased skills
- Paycheck while in training
- Higher wages
- Mentor support
- 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
- Apprenticeship program can be customized to meet employer needs
- Formalized approach that enhances existing business practices
- Average return on investment of \$1.47 for every \$1 invested¹

For Maine:

- Strengthens state's economy by developing highly trained and educated workers
- Driven by employer demand and eliminates mismatch between skills taught and employer need
- Provides a customized, long-term solution to filling business workforce gaps as workers retire
- Allows combination with multiple workforce development and other funding streams
- Encourages secondary, post-secondary, and workforce development system to work together with business to understand and better serve Maine's workforce development needs

¹ Canadian Apprenticeship Forum retrieved on 1/28/2021; <https://caf-fca.org/apprenticeship-101/hiring-an-apprentice/>

Apprenticeship Occupations Active In 2022 By Occupational Groups

Architecture and Engineering

Advanced Surveyor
Basic Designer
Basic Production Technician
Basic Surveyor
Designer 2000
Electrical Technician
Electromechanical Design Drafter
Manufacturing & Production Technician I
Non-Destructive Tester

Arts, Design, Entertainment, Sports, and Media

Public Relations Specialist

Building and Grounds Cleaning and Maintenance

Custodian
Housekeeper, Commercial, Residential, Independent

Business and Financial Operations

Advanced Buyer
Assistant Buyer
Events Planner and Manager
Project Manager/Installation
Real Estate Appraiser

Community and Social Service

Community Health Worker

Computer and Mathematical

Computer Programmer
Computer Support Specialist – Desktop Support Specialist
Cyber Security Support Technician
Data Scientist
Database Technician
IT Analyst
IT Generalist
Network Support Technician
Penetration Tester
User Experience Designer

Construction and Extraction

Boilermaker Fitter
Bridge Carpenter/Heavy Highway

Building Construction Craft Laborer
Carpenter
Carpenter - NCCER Core & Level 1
Carpenter - NCCER Level 2
Carpenter - NCCER Level 3
Carpenter - NCCER Level 4
Carpenter, Ship
Construction Carpenter
Construction Craft Concrete Laborer
Construction Craft Laborer
Construction Craft Laborer - Heavy / Highway
Construction Equipment Operator
Duct Installation Technician
Electrician
Electrician (Alternate Title: Interior Electrician)
Electrician (Ship & Boat)
Insulation Worker
Ironworker
Painter (Construction)
Pipe Coverer & Insulator
Pipe Fitter (Construction)
Pipe Fitter (Ship & Boat)
Pipefitter
Plumber
Residential Carpenter
Sheet Metal Worker
Sprinkler Fitter

Educational Instruction and Library

Assistant Teacher
Education Technician III
Teacher Aide I

Farming, Fishing, and Forestry

Aquaculture Technician
Logger

Food Preparation and Serving Related

Cook (Hotel & Restaurant)
Kitchen Manager
Restaurant Manager
Sous / Head Chef

Healthcare Practitioners and Technical

Critical Care Unit Nurse
Dietary Aide / Food Service
Emergency Room Nurse
Float Nurse
Front Line Nurse Leader
Med Surg Nurse Residency
Mental Health Nurse
Nurse - Critical Care Residency
Nurse - Emergency Room Residency
Nurse - Med-Surg RN Residency
Nurse - Mental Health RN Residency
Pharmacy Technician, Retail Store
Polysomnographic Technician
Psychiatric Nurse

Healthcare Support

Certified Nursing Assistant (CNA)
Health Support Specialist
Medical Assistant
Psychiatric Nursing Technician
Veterinary Assistant

Installation, Maintenance, and Repair

A&P Aviation Mechanic
A&P Aviation Mechanic (Proven Prior Experience)
Automobile Body Repairer
Crane Mechanic
Diesel Mechanic
Environmental Control System Installation Services (HVAC)
Fiber Optic Technician
Heating & Ventilation Technician
HVAC Technician
Industrial Manufacturing Mechanical Maintenance Technician
Line Installer-Repairer
Line Worker
Maintenance Mechanic
Maintenance Electrician
Maintenance Supervisor
Maintenance Technician
Master Oil Burner, Solid Fuel, Propane & Natural Gas Technician
Millwrights
Security and Fire Alarm System Installer

Installation, Maintenance, and Repair, Cont.

Substation Technician
Telecommunications Technician
(Alternate Title: Broadband Technician)

Management

Funeral Director
Lodging Manager
Operations Management
Restaurant Manager

Office and Administrative Support

Accounting Technician (Alternate title: Financial Specialist)
Advanced Planner
Basic Planner
Customer Service Representative
Hospitality Services I
Service Coordinator / Dispatcher
Teller (Financial)

Personal Care and Service

Animal Trainer
Early Childhood Education Specialist 1
Funeral Practitioner
Hospitality Services II
Service Dog Trainer
Tour Guide

Production

Advanced Front-Line Supervisor
Artificial Eye Maker
Bench Jeweler
Boiler Operator
Cabinetmaker
Engineering Assistant
Front Line Supervisor - Production
Industrial Sewing Machine Operator
Layout Manufacturing Production Technician
Machinist
Machinist / Manufacturing Technologist
Machinist, Outside (Ship)
Painter, Transportation Equipment
Retail Meat Cutter
Sawyer
Seafood Processor & Fish Cutter
Service Specialist
Shipfitter (Ship & Boat)
Upholsterer

Production, Cont.

Waste Treatment Operator
Wastewater Systems Operations Specialist
Water Systems Operation Specialist
Welder
Welder, ARC
Wood Pellet Plant Operator

Protective Service

Corrections Officer
Fire Suppression Technician
Marine Patrol Officer

Sales and Related

Assistant Store Manager
Retail Operations Specialist
Sales Associate
Technical Sales Specialist

Transportation and Material Moving

CDL Tractor Trailer / Tanker Operator
CDL-B Driver with Hazmat & Tanker
Endorsement
Dock Worker
Heavy and Tractor Trailer Truck Driver
Refuse and Recyclable Material Collector -
Lead Driver
Truck Crane Operator

Published by the Maine Department of Labor

March 2023



The Maine Department of Labor provides equal in employment and programs.
Auxiliary aids and services are available to people with disabilities upon request.