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MAINE
Apprenticeship
Program



MAINE APPRENTICESHIP PROGRAM

2021 Annual Report

*Submitted by
Maine Department of Labor
Bureau of Employment Services*

MAINE
DEPARTMENT OF
LABOR

Maine Apprenticeship Program 2021 Annual Report

For the Period January 1, 2021 – December 31, 2021

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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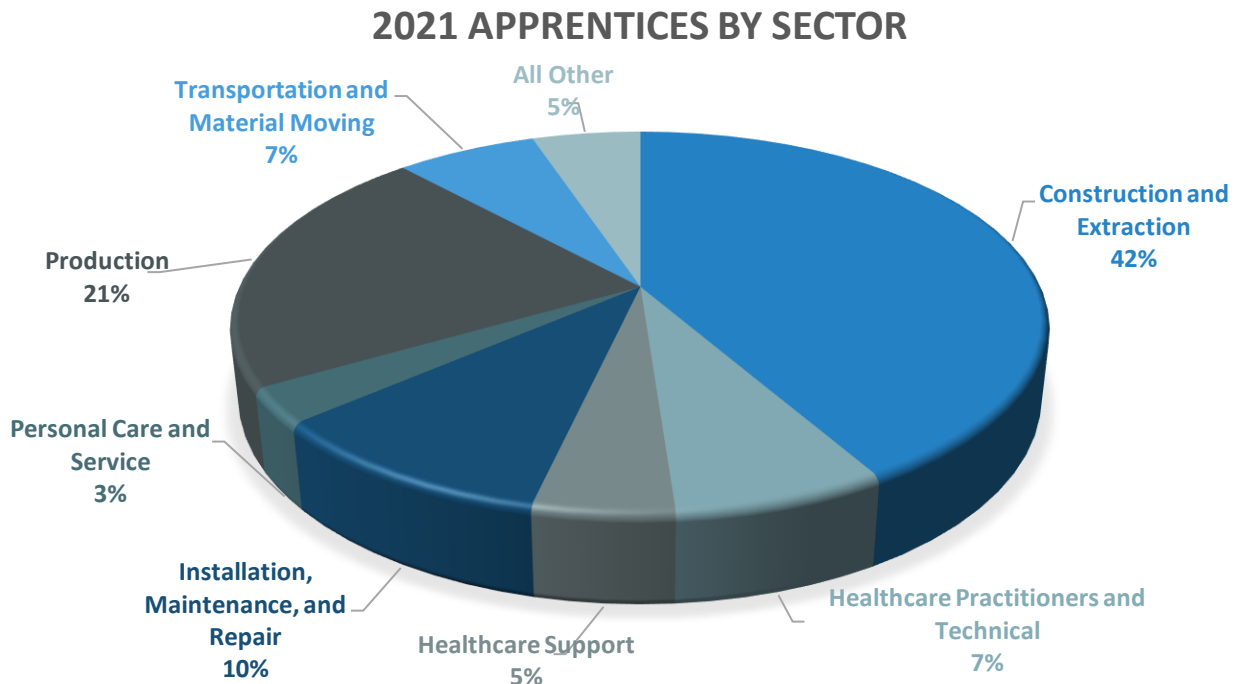
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2021 Apprenticeship Program Overview

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.

In 2021, the construction sector contained the largest percentage of apprentices registered with the Maine Apprenticeship Program, at 42 percent. The production sector was the second largest served, at 21 percent. Approximately 31 percent of all Maine apprentices are pursuing journey worker status as electricians, found in multiple sectors.



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, employer engagement with MAP remains strong; 22 new sponsors were registered, and 67 potential new sponsors are working with MAP to explore becoming an apprenticeship sponsor.

Quality Assurance of Programming

In 2021 Maine Apprenticeship Program (MAP) staff conducted 17 quality assurance reviews of registered apprenticeship programs to verify that quality apprenticeship programs in compliance with CFR parts 29 and 30 are being delivered. Eight of the sponsors monitored were moved from provisional to permanent sponsor status and five continued their permanent registration status. The remaining four sponsors were provided with technical assistance on how to make improvements to either the record keeping or in modifying the curriculum of their programs and will be assessed again in 2022.

2021 Program Highlights

- In 2021, 2,842 apprentices were actively working on industry-recognized skill certifications.
- The Maine Apprenticeship Program received a \$5.5 million State Apprenticeship Expansion, Equity, and Innovation (SAEEI) grant from the U.S. Department of Labor in July of 2021. The funding supports the employment of one Program Manager, an Apprenticeship Navigator with the Maine Community College System, an Apprenticeship Navigator with the Bureau of Rehabilitation Services, and three Apprenticeship Technical Representatives (ATRs). The focus of the grant is to develop, modernize, and diversify registered apprenticeship programs across the state, with a particular emphasis on diversity, equity, and inclusion initiatives.
- Apprentices who completed their programs during 2021 attained an average wage of \$25.51
- The estimated gross hourly wages paid by employers to Maine apprentices in 2021 was \$118.85 million.
- Veterans make up 10 percent of Maine's total population and represent 14 percent of the state's registered apprentices.
- 194 women (6.8 percent of all apprentices) 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.

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/>

2021 Apprenticeship Participant Demographics

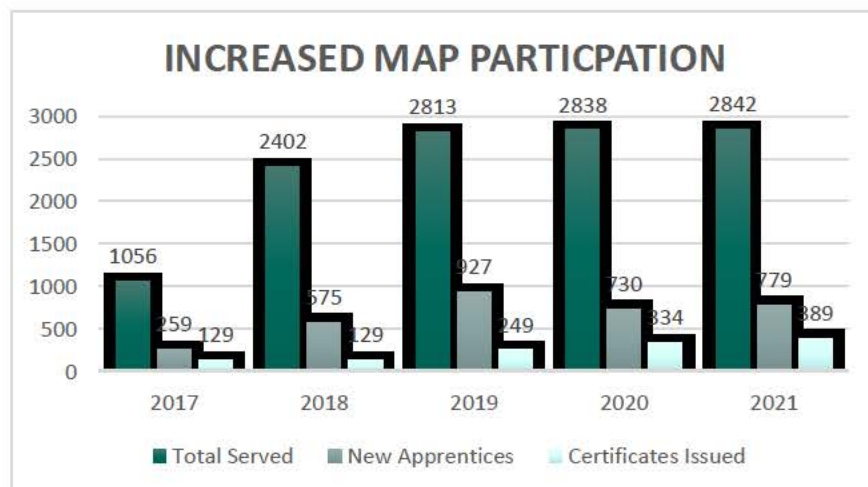
Total Served	Male*	Female*	Female - NTO	Minority	Disabled	Veteran
2,842	2,403	434	194	337	25	389

* 5 individuals did not identify as male or female

2021 In Numbers

Total taxpayer (State and Federal) dollars spent*	\$599,813.74
Average annual gross wages of apprentices	\$118.85 Million
Total served (new/active/completed/cancelled)	2,842
Total new apprentices registered	779
Total apprentices completing programs	389
Total apprentices cancelled prior to completion	414
Average age of apprentices at the start of their apprenticeship	31
Age range of apprentices registered in 2021	18 to 65
Average starting hourly wage rate of all apprentices served in 2021	\$19.79
Average ending hourly wage rate at successful completion in 2021	\$25.51

During the past two years, despite a global pandemic, MAP numbers have remained steady and even experienced a modest increase. In the past five years, nearly 12,000 individuals have pursued apprenticeship with 1,230 of those individuals completing their apprenticeships and earning journey worker status in their chosen occupation.



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 State Workforce Board; the Community College System; the Maine Department of Education; and the Maine Department of Economic and Community Development.

2021 Members of the Apprenticeship Council:

- Jennifer McKenna, Chair, United Association Local 716
- Jason Shedlock, Regional Organizer, Laborers' International Union of North America
- Jennifer Boynton, MaineGeneral Medical Center
- Robin Wood, Reed & Reed, Inc.
- Dawn Croteau, Department of Health and Human Services, Office of Family Independence
- Tracey Cooley, PhD, Penobscot Job Corps Center
- Jonathan Mason, Bath Iron Works and the State Workforce Board
- Tracie Travers, Jobs for Maine Graduates
- Denise Garland, Department of Economic & Community Development
- Charles Collins, Maine Community College System
- Dwight Littlefield, Department of Education, Career & Technical Education
- Dan Coffey, Cianbro

Active Apprenticeship Sponsors 2021

In 2021, apprenticeship programs operating in Maine included 123 separate entities as active sponsors of 2,885 apprentices in 234 sponsor-customized occupational programs. Currently, five types of apprenticeship sponsors are operating in Maine: group joint, single employer, intermediary, state agencies, and a federal facility.

- The bulk of MAP sponsors continue to be individual businesses (98). Many businesses employ one apprentice, while some larger employers (ex: Bath Iron Works, Cianbro, Northern Light Health, MaineGeneral Medical Center, and Casella Resource Solutions) served more than 70 apprentices each in 2021.
- 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, 252 apprentices were sponsored by JATC's in 2021.
- Intermediary sponsors (17) in Maine sponsored 335 apprentices in 2021. 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 1,447 apprentices, in 32 different trades in 2021. A total of 451 (31%) of PNSY apprentices received their classroom training at York County Community College. The PNSY apprentices do not register or receive any funding through MAP.

22 New Sponsors in 2021	Type	City	State
A.T. Hutchins LLC	Employer	Portland	ME
Aero Heating & Ventilating, Inc.	Employer	Westbrook	ME
Anthony Mancini, Inc. DBA Mancini Electric	Employer	Portland	ME
Associated Builders & Contractors of Maine, Inc.	Intermediary	Gray	ME
Bassett Custom Home Builders Inc	Employer	Durham	ME
Brackley Electric, Inc.	Employer	West Bath	ME
Bristol Seafood	Employer	Portland	ME
Conroy-Tully Walker Funeral Homes	Employer	Portland	ME
DePco Mechanical LLC	Employer	Plainville	CT
Ironworkers Local 7 JATC	Union/Labor	Clinton	ME
Limerick Supermarket	Employer	Limerick	ME
Maine Energy Marketers Association	Intermediary	Brunswick	ME
Maine Rural Water Association	Intermediary	Richmond	ME
Mays Funeral Home	Employer	Calais	ME
Military Talent Source	Intermediary	Auburn	ME
MMR Constructors, Inc.	Employer	Baton Rouge	LA
Northern Maine Community College	Intermediary	Presque Isle	ME
Regional Electric, LLC	Employer	Lewiston	ME
SAFAL Maine	Intermediary	Houston	TX
Shaw's Supermarket	Employer	Portland	ME
Somerset Career & Technical Center	Intermediary	Skowhegan	ME
Walgreens	Employer	Scarborough	ME
100 Continuing Sponsors in 2021	Type	City	State
ADT Commercial	Employer	Portland	ME
Advantage Funeral and Cremation Services	Employer	Portland	ME
Alfred Water District	Employer	Alfred	ME
Aroostook County Action Program	Employer	Presque Isle	ME
Associated General Contractors of Maine, Inc.	Intermediary	Augusta	ME
Barrette Outdoor Living, Inc.	Employer	Biddeford	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
Boyne Resorts	Employer	Newry	ME
Bragdon-Kelley Funeral Homes	Employer	Ellsworth	ME
Bridgton Veterinary Hospital	Employer	Bridgton	ME
Brookings-Smith Funeral Home	Employer	Bangor	ME

100 Continuing Sponsors in 2021 (continued)	Type	City	State
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
Central Maine Motors Auto Group	Employer	Waterville	ME
Cianbro	Employer	Pittsfield	ME
Clover Manor, Inc.	Employer	Auburn	ME
Cote Funeral Home	Employer	Saco	ME
C-Prime Valuation Group, LLC	Employer	Freeport	ME
David E Desmond Funeral Services	Employer	Bath	ME
Day's Jewelers	Employer	Waterville	ME
DeBlois Electric, Inc.	Employer	Lewiston	ME
Dennett-Craig & Pate Funeral Home	Employer	Saco	ME
Dog House Energy Services LLC	Employer	Freeport	ME
Downeast Direct Cremation, LLC	Employer	Bangor	ME
Duncan Graves Funeral Home	Employer	Presque Isle	ME
Eastern Fire Protection	Employer	Auburn	ME
Estes Oil & Propane	Employer	York	ME
Everett J Prescott, Inc.	Employer	Gardiner	ME
Family First Funeral Homes	Intermediary	Gardiner	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
Heat & Frost Insulators, LU 6/Axion	Union/Labor	Boston	MA
Hobbs Funeral Home	Employer	S. Portland	ME
Hope Memorial Chapel	Employer	Biddeford	ME
HospitalityMaine	Intermediary	Augusta	ME
IBEW1253, Augusta Electrical JATC	Union/Labor	Newport	ME
IBEW567, Portland Electrical JATC	Union/Labor	Lewiston	ME
Ideal Electric	Employer	Winslow	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 Custom Carpentry	Employer	Lovell	ME
Jordan-Fernald Funeral Home	Employer	Mt. Desert	ME
Ken L. Electric, Inc.	Employer	Saint Agatha	ME
Kiley and Foley Funeral Service	Employer	Brewer	ME
Kincer Funeral Home, DBA Funeral Alternatives Group	Intermediary	Richmond	ME
Lajoie Funeral Home and Cremation Services, LLC	Employer	Madawaska	ME
Lamson Funeral Home	Employer	Millinocket	ME
LincolnHealth	Employer	Boothbay Harbor	ME
Louth Callan Renewables, LLC	Employer	Augusta	ME

100 Continuing Sponsors in 2021 (continued)	Type	City	State
Lucas & Eaton Funeral Home	Employer	York	ME
Maine Association of Plumbing, Heating, Cooling Contractors	Intermediary	Cumberland	ME
Maine Correctional Industries	State Agency	Windham	ME
Maine Department of Corrections	State Agency	Augusta	ME
Maine Department of Corrections	State Agency	Warren	ME
Maine Dept. of Corrections Apprenticeship Office/Mt. View	State Agency	Charleston	ME
Maine Medical Center / Maine Medical Partners	Employer	S. Portland	ME
Maine Shared Services Alliance	Intermediary	Waterville	ME
MaineGeneral Health	Employer	Augusta	ME
Massachusetts and Northern New England Laborers	Union/Labor	Hopkinton	MA
McIntire-McCooley Funeral Home	Employer	S. Berwick	ME
Mid-Coast Energy Systems	Employer	Damariscotta	ME
Midstate Machine	Employer	Winslow	ME
Modula	Employer	Lewiston	ME
Moody's Collision	Employer	Gorham	ME
Nestle Waters North America	Employer	Poland Spring	ME
Northern Light Health	Employer	Waterville	ME
Panolam Industries, Inc.	Employer	Auburn	ME
Pen Bay Medical Center	Employer	Rockport	ME
Penobscot Job Corps	Intermediary	Bangor	ME
Pine State Services	Employer	Westbrook	ME
Plumbers and Pipefitters UA Local 716	Union/Labor	Augusta	ME
Pratt & Whitney	Employer	N. Berwick	ME
RCBI Apprenticeship Works-Maine	Intermediary	Saco	ME
Revision Energy, Inc.	Employer	S. Portland	ME
RGM Enterprises D/B/A Spillers	Employer	Lewiston	ME
Ricker Hill Farms, Inc.	Employer	Turner	ME
Riposta Funeral Home	Employer	Belfast	ME
Seabee Electric, Inc.	Employer	Scarborough	ME
Sheet Metal Workers Local 17	Union/Labor	Lewiston	ME
Southern Kennebec Child Development Corporation	Employer	Farmingdale	ME
Southern Maine Community College	Intermediary	S. Portland	ME
St. Mary's Regional Medical Center	Employer	Lewiston	ME
T&D Wood Energy, LLC	Employer	Sanford	ME
Thos. Moser Cabinetmakers	Employer	Auburn	ME
UA Local 716 Plumbers & Pipefitters Union - Office	Union/Labor	Augusta	ME
Valley Gas and Oil Company	Employer	Kingfield	ME
Veilleux Funeral Home	Employer	Waterville	ME
Washington County Community College	Intermediary	Calais	ME
Wayne J Griffin Electric	Employer	Holliston	MA
Winthrop Utilities District	Employer	Winthrop	ME
WordLab, LLC	Employer	Portland	ME

Apprenticeship Occupations Active In 2021 By Occupational Groups

Occupation Group	Occupation	
Architecture and Engineering	Basic Production Technician	
	Basic Surveyor	
	Designer	
	Electrical Technician	
	Electronic Industrial Control Mechanic	
	Manufacturing & Production Technician I	
	Non-Destructive Tester	
Arts, Design, Entertainment, Sports & Media	Public Relations Specialist	
Business and Financial Operations	Certified Workforce Development Professional	
	Project Manager/ Installation	
	Real Estate Appraiser	
Computer and Mathematical	IT Generalist	
Construction and Extraction	Bridge Carpenter / Heavy Highway	
	Building Construction Craft Laborer	
	Carpenter	
	Carpenter – NCCER Core & Level 1	
	Carpenter - Ship	
	Composite Plastic Fabricator	
	Construction Carpenter	
	Construction Craft Heavy/ Highway Laborer	
	Construction Craft Laborer	
	Crane Electrician	
	Duct Installation Technician	
	Electrician	
	Insulator	
	Ironworker	
	Marine Electrician	
	Marine Pipefitter	
	Painter	
	Pipefitter	
	Pipefitter - Construction	
	Pipefitter - Ship & Boat	
	Plumber	
	Production Machinery Electrician	
	Sheet Metal Mechanic	
	Sheet Metal Worker	
	Shipwright – Ship & Boat	
	Temporary Services Electrician	
	Temporary Services Pipefitter	
	Utilities Systems	
	Repair Operator – Dry Docks	
	Educational Instruction and Library	Assistant Teacher
		Childcare Development Specialist 1
Childcare Development Specialist 2		
Early Childhood Education Teacher		
Farming, Fishing, and Forestry	Professional Logger	
Food Preparation and Serving Related	Cook	
	Cook – Hotel & Restaurant	

Occupation Group	Occupation
Healthcare Practitioners and Technical	Critical Care Unit Nurse
	Emergency Room Nurse
	Float Nurse
	Med Surg Nurse Residency
	Mental Health Nurse
	SHINE – Critical Care Residency
	SHINE – Emergency Room Residency
	SHINE – Med-Surg RN Residency
	SHINE – Mental Health RN Residency
Healthcare Support	Certified Nursing Assistant (CNA)
	Medical Assistant
	Nurse Assistant Certified
	Psychiatric Nursing Technician
	Veterinary Assistant
Installation, Maintenance, and Repair	A&P Aviation Mechanic
	Automobile Body Repairer
	Diesel Mechanic
	Crane Mechanic
	Electronics Mechanic
	Heating & Air Conditioner Installer / Servicer
	HVAC Technician
	Industrial Manufacturing Mechanical Maintenance Technician
	Lineworker
	Maintenance Electrician
	Maintenance Mechanic
	Marine Machinery Mechanic
	Master Oil Burner, Solid Fuel, Propane & Natural Gas Technician
	Millwright
	Production Machinery Mechanic
	Rigger
	Security and Fire Alarm System Installer
	Substation Technician
	Telecommunications Technician
	Management
Office and Administrative Support	Accounting Technician
	Advanced Planner
	Basic Planner
	Hospitality Services 1
Personal Care and Service	Funeral Practitioner
	Service Dog Trainer
Production	Advanced Front Line Supervisor
	Bench Jeweler
	Cabinetmaker
	Canvas Worker
	Engineering Assistant
	Fabric Worker
	Machinist
	Machinist / Manufacturing Technologist
	Machinist - Outside Ship
	Painter - Transportation Equipment
	Plastics Fabricator

Occupation Group	Occupation
Production (continued)	Retail Meat Cutter
	Shipfitter - Ship & Boat
	Wastewater Systems Operations Specialist
	Welder - Arc
	Welder - Combination
Protective Service	Corrections Officer
Sales and Related	Retail Operations Specialist
	Service Manager
Transportation and Material Moving	CDL Tractor Trailer / Tanker Operator
	Material Handler
	Refuse and Recyclable Materials Collector – Leader Driver

Looking Forward

The Maine Apprenticeship Program received a \$5.5 million State Apprenticeship Expansion, Equity, and Innovation (SAEEI) grant from the U.S. Department of Labor in 2021. Maine was one of 15 states to receive this grant funding, which will help the state continue to develop, modernize, and diversify registered apprenticeship programs across the state. The focus of the grant is to expand apprenticeship in high wage and in-demand occupations in healthcare and infrastructure, and to embed diversity, equity, and inclusion practices within apprenticeship. Efforts will focus on expanding apprenticeship to underrepresented populations including women, people with disabilities, people of color, and justice-involved individuals.

In addition to the SAEEI grant, the Maine Apprenticeship Program received \$12 million in American Rescue Plan Act (ARPA) funds. These will be leveraged to expand apprenticeship to industries and communities impacted by COVID-19. In 2022, the Department plans to launch a Request for Application grant opportunity for businesses and associations to utilize these funds to expand registered apprenticeship opportunities.

A focus of each of these initiatives is connecting youth to pre-apprenticeship and apprenticeship opportunities. In 2021, the Maine Apprenticeship Program registered the first high school apprenticeship sponsor in the state. Somerset Career & Technical Center is partnering with Sheridan Construction Corporation to begin a Building Construction Craft Laborer apprenticeship program. Students will be able to apply their classroom education to this Laborer program while earning a paycheck. Our plan is to continue expanding the types of apprenticeships offered through Somerset Career & Technical Center as well as expand to other schools throughout the state.

This current strategy of connecting to schools will be supported by the Maine Community College System Apprentice Navigator – a new position funded by the SAEEI grant. The Navigator will work with both community colleges and technical schools to connect students to apprenticeship opportunities. We will also continue to connect employers and apprentices to available funding opportunities through the Maine Quality Centers and Workforce Innovation and Opportunity Act (WIOA) partners.

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.

The Maine Apprenticeship Program received an unprecedented amount of funding to thoughtfully and intentionally expand apprenticeship programs over the next few years. 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 2022.



Success Stories

Rose Elliot, Electrician Apprentice

Sponsor: IBEW 567 Portland Electrical JATC and IBEW 1253 Augusta Electrical JATC

Governor Janet Mills and Commissioner Laura Fortman kicked off National Apprenticeship Week 2021 with a visit to a community solar site. E.S. Boulos was one of the contractors at the site and is also a signatory employer for both IBEW 567's and IBEW 1253's apprenticeship programs.

Apprentice Rose Elliot was one of the speakers during the event:

"The apprenticeship has been invaluable in my experience as it is a straightforward, incredibly affordable, and rewarding path to a stable career that can transfer to several fields and niches in every part of the world. The skills that you obtain in this field will always be valuable no matter what the future brings, and it has been a huge asset in my life."

"Apprenticeships are a win for our workers, our employers, and our economy, providing on-the-job training that results in a stable workforce, good-paying jobs, and a stronger, more diverse economy," said Governor Janet Mills. "With employers looking for workers across Maine, apprenticeships are a great opportunity to get more people – especially younger folks – into new, exciting fields that can provide a good paycheck. I want to see more apprenticeships in Maine and more people entering these important trades."



[Press release of the event.](#)

Kassandra Ayer, Hospitality Services Apprentice

Sponsor: HospitalityMaine & Maine Course Hospitality Group



I personally recommend this program to anyone who is looking to expand their hospitality knowledge. I started my journey with Maine Course Hospitality Group three years ago. I completed the apprenticeship piece of the program at the Waterville Hampton Inn, was then transferred to The Hampton Inn Augusta, and promoted to Operations Supervisor. This past spring, I was promoted to Housekeeping Manager. The apprenticeship program was an awesome hands-on way to learn about the industry and prepare for my roles in Augusta. This program also gives you college credits from Southern Maine Community College as well as your Serve Safe certification. I am very grateful for the opportunity, and I will use the things I learned every day. I want to thank my mom and my husband for keeping me motivated when times were tough during COVID and the hotel got shut down. I'm glad that the hospitality industry is finding a new normal and

we are back to serving our guests with a smile.

I finished the program despite COVID and all the challenges it brought. I was very happy to finish the college courses with a wonderful teacher as well. I will now use the knowledge I learned in my everyday life as a Housekeeping Manager for Hampton Inn of Augusta, Maine.

Audra Ziobro, Carpentry Apprentice

Sponsor: Blaiklock Carpentry



As the owner of Blaiklock Carpentry, Inc. we became a sponsor in the Maine Apprentice Program to attract good, quality employees who could develop into competent, well-rounded carpenters. When we hired Audra in 2017, we got exactly that.

Audra came to us with a variety of schooling and hands on experience. None of it was particularly focused on residential historic carpentry, but it all provided a solid background in working with her hands. When she first came to us, she was not sure she wanted to make a commitment to the apprenticeship. After she had been with us for a year, her interest and excitement in the trade had grown and she decided to give it a try.

We were able to credit her first year of employment to her apprenticeship. To fill the classroom requirement, she enrolled in the Building

Technology program at CMCC. The combination of on-the-job learning, classroom work, and attending a variety of workshops and conferences, gave more of an increase in her knowledge and confidence than any one of those would have on their own. Her value to Blaiklock Carpentry, Inc. increased quickly as a result.

We are a very small company that specializes in historic restoration. Because of the small size, every person who works for us has a large impact on everything we do. The ability to do creative problem solving as a knowledgeable carpenter is critical in all our work. Audra has come a long way in the time she has been with us and much of that is due to her apprenticeship. She has become a valuable asset to our company and has a solid body of knowledge that will stay with her for the rest of her life.

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