

MAINE STATE LEGISLATURE

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MAINE Apprenticeship *Program*



MAINE APPRENTICESHIP PROGRAM

Prepared for:
Governor Janet T. Mills
The Joint Standing Committee on Labor and Housing
The Joint Standing Committee on Education and Cultural Affairs

Annual Report | 2023

Submitted by:
Maine Department of Labor
Laura Fortman, Commissioner



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 perform required duties while learning skills needed for higher-level performance. Since 1941, these registered apprenticeships have been part of the Maine Apprenticeship Program (MAP).

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: Goals and Guiding Principles

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 certified pre- apprenticeship and registered apprenticeship programs.

Overarching Goals for the Maine Apprenticeship Program

1. Expand the number of high-quality certified pre-apprenticeships and Registered Apprenticeship programs offered within priority communities.
2. Increase the number of under-represented workers in Registered Apprenticeship.
3. Develop an integrated, sustainable, and effective statewide Registered Apprenticeship system.

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 credentials 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

Funding for the Maine Apprenticeship Program

The Maine Apprenticeship Program (MAP) continues to be funded by a combination of State General Funds and discretionary Federal Grants. In 2023, the Maine State Legislature established a new line within the annual state budget to directly support and ensure the continued work of the Maine Apprenticeship Program. As of October 2023, the Maine Apprenticeship Program receives annual resources from State General Funds to support 3 Full Time Equivalents (FTE's), along with an additional \$200,000 to offset the cost of training apprentices and \$200,000 to defray training costs and remove barriers for individual participation in apprenticeship programming.

Table 1: Current Federal Funding Sources		Start Date	End Date
Federal - Maine Jobs and Recovery Program (MJRP) through American Recovery Program Act (ARPA)		10/1/22	9/30/26
Purpose: 1: Expand high-quality pre & apprenticeships; 2: Increase number of under-represented workers in apprenticeship; 3: Develop an integrated & effective statewide apprenticeship system.			
Federal - State Apprenticeship Expansion, Equity & Innovation Grant (SAEEI)		7/1/21	5/31/25*
Purpose: Funds 4 MAP FTE's to engage with CareerCenters; funds apprenticeship 1 FTE MAP navigator each for Community College and Bureau of Rehab Services; incentive funds to engage employers development of new programming and occupations			
Federal State Apprenticeship Expansion Fund (SAEF) annual formula funding		7/1/23	6/30/24**
Purpose: purchase and implement Software to better engage and serve Maine businesses.			
Federal State Apprenticeship Expansion Grant (SAE)		7/1/20	6/30/24**
Purpose: This discretionary grant funds 1 FTE for MAP and a partial FTE within MDOL's Center for Workforce Research and Innovation to develop the MaineEarns Apprenticeship Project. This grant will expire in June of 2024.			

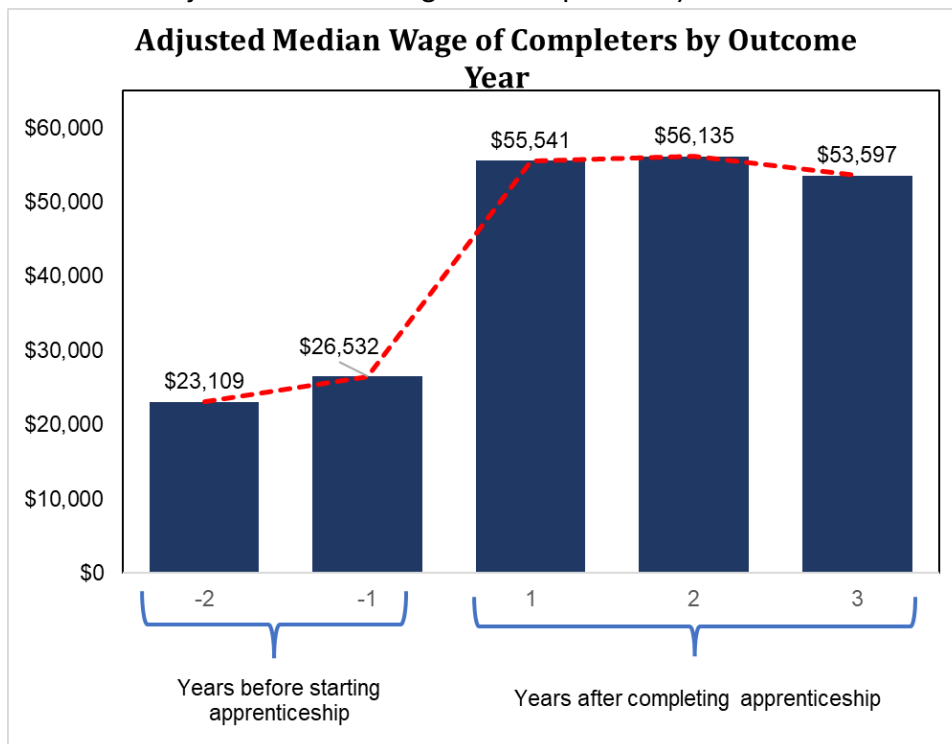
* Request for a 1-year, no-cost extension is planned

** No extension available for these funds

MaineEARNs Apprenticeship Evaluation Project Summary

Through the 2020 Federal State Apprenticeship Expansion Grant, the Center for Workforce Research and Information (CWRI) developed a data linkage between the federal RAPIDS database and the MDOL Data Warehouse, facilitating a study of the outcomes of apprentices over time. The study focused on outcomes in employment and earnings, those who retain employment with their sponsoring employer and those who retain employment within the industry they were sponsored. The study is focused on the 763 apprentices completing the program between 2017 and October 1, 2023.

Chart 1: Illustration of Adjusted Median Wages of Completers by Outcome Year



Median annual earnings more than doubled the year after completion from the year before entering the program, increasing from \$26,500 to \$55,500. Apprentices experienced earnings growth through the combination of moving into higher paying careers and increasing hours worked. The number of people working full time in Maine increased from 38 percent one year before entry to 70 percent one year after completion, highlighting the stability completers experience. The wages of full-time workers increased significantly, going from \$44,000 one year before the program to \$62,500 one year after completion. Participants worked in a range of occupations: 50% in trades, 25% in healthcare with others participating in other industries including manufacturing, information technology, aquaculture, funeral services and hospitality.

Employers often use apprenticeship to upskill their employees. Twenty-four percent of apprentices were working for their sponsoring employer two years before their apprenticeship, while 66 percent of completers were working for their sponsoring employer in the year preceding their apprenticeship. Meanwhile, 74 percent of all completers were working with their sponsoring employer in the year after they completed the program and 52 percent continued working with their sponsoring employer three years after the program.

Despite a slight decrease in the number of apprentices working for their sponsoring employer over time, they remain almost as likely to be working in the same industry sector or working for an employer performing a similar nature of work. Ninety-three percent of completers working in Maine continued to work in the same sector as their sponsoring employer in the year after completion, while 89 percent continued to three years later. The few who do transition may still be performing the same or similar duties. For example, an electrician who was sponsored by a manufacturer may still be an electrician, but instead of working for a manufacturer may be working for a residential contractor.

Maine Jobs and Recovery Program Apprenticeship Update

In 2022, Governor Janet Mills allocated \$12.3 Million Dollars of Maine Jobs and Recovery Program (MJRP) funds to the Maine Apprenticeship Program (MAP). A Request for Applications (RFA) was issued and 14 grantees were awarded the MJRP and additional federal apprenticeship grant funds to accomplish the following three goals: 1: Expand high-quality pre & apprenticeships; 2: Increase number of under-represented workers in apprenticeship; 3: Develop an integrated & effective statewide apprenticeship system. A core strategy of apprenticeship expansion is to partner with Maine's businesses and industry associations, unions, education and training providers, and community-based organizations to develop new pre-apprenticeship and expand existing apprenticeship programs. This initiative is specifically focused on building high quality pre-apprenticeship and apprenticeship programs for communities negatively affected by the pandemic. In a little over a year since being contracted, our grantees have achieved much and became an integral part of the Maine Apprenticeship Program. Table 2 provides an overview of grantee achievements.

Table 2: MJRP Apprenticeship Grantee Outcomes through December 31, 2023

Type of Activity	Total to Date (2022-2023)	Goal (by Fall 2026)
New apprentices registered with MAP	374	1421
New pre-apprentices enrolled with MAP	672	1950
Apprentices completing programs <i>Note: Many programs take 2+ years so this metric will lag</i>	36	853
Pre-apprentices completing programs	490	1677
Successful pre-apprentices entering RAP	147	950
New sponsors registered with MAP	5	70
New sub-sponsors registered with MAP	48	82
New occupations registered with MAP	43	71
Number of trainers trained	91	139
Number of women served	277	982
Number of people with disabilities served	54	115
Number of people of color served	217	547
Number of justice involved individuals served	32	163
Number of unemployed workers served	488	504
Number of youth (ages 16-24) served	380	1723

Certified Pre-Apprenticeship



During the spring of 2023, certified pre-apprenticeship programming in Maine was codified in Title 26 §3213 and new Chapter 3 Rules adopted by the Department of Labor. Through MJRP grantees, certified pre-apprenticeship programming is currently offered in a wide variety of sectors, including healthcare, construction, automotive technology, manufacturing, aquaculture, and hospitality. The implementation of pre-apprenticeship programs in Maine in 2023 has helped move apprenticeship programming

toward an integrated, sustainable workforce development strategy. Workforce Innovation Opportunity Act (WIOA) service providers regularly assess eligibility of pre-apprentices for co-enrollment in WIOA to provide necessary support services. To be eligible for certification in Maine, pre-apprenticeship programs must include the following:

- A formalized agreement with a registered apprenticeship sponsor that enables pre-apprenticeship graduates to enter directly into a registered apprenticeship program and includes articulation agreements for earning credit for skills and competencies already acquired;
- A documented outreach plan to increase registered apprenticeship opportunities for underrepresented, disadvantaged or low-skilled individuals and members of historically marginalized communities;
- Standards identified by the United States Department of Labor for a quality framework for pre-apprenticeship;
- Compliance with state and federal law regarding equal employment opportunity in apprenticeship and training;
- A training program and curriculum based on industry standards and approved by the Maine Apprenticeship Program and upon recommendation by the Maine Apprenticeship Council, will prepare individuals with the skills and competencies needed to enter a registered apprenticeship program; and
- Supervised hands-on training and workplace safety training;
- In June 2023, the first pre-apprenticeship program was certified by the Maine Department of Labor. Through 2023, a total of 30 new pre-apprenticeship programs were certified, 672 pre-apprentices were enrolled, and 490 individuals (72.92 percent) successfully completed their programs. Of the 490 who completed by the end of 2023, 147 (30 percent) became registered apprentices. The Maine Department of Labor anticipates more individuals will seek and accept registered apprenticeship positions within the construction and other industries as employers begin hiring new apprentices in early 2024.

Construction Pre-Apprenticeship Programs

Through our MJRP Grantees, federal grants and State General Funds, six new certified pre-apprenticeship construction program models were launched in 2023, to prepare people for successful entry into registered apprenticeship (RA) programs. Two hundred and sixty-nine pre-apprentices were trained in the programs outlined in Table 3 and were hosted by the Maine AFL-CIO, the Associated General Contractors (AGC) of Maine, Portland Adult Education (PAE), Industrial Roofing Company (IRC), and Reed & Reed. At the conclusion of training, the pre-apprentices receive certifications for industry-recognized credentials and are guaranteed an interview with at least one registered apprenticeship program. The goal of the newly-certified pre-apprenticeship program models is to provide a foundation for registered apprenticeships within the construction trades and a pathway to successfully building careers in construction.



During 2023, the certified pre-apprenticeship construction programs served 79 English language learners enrolled in pre-apprenticeship programming that included a focus on contextual English language acquisition. For many skilled individuals who moved to Maine from foreign countries, pre-apprenticeship training has been a gateway to employment in occupations they left behind.

Table 3: Overview of Pre-Apprenticeship Construction Programs Conducted in 2023

Host	Target Audience	Length	Total Trained	Continued to RA	Certifications received
AFL-CIO	Youth, 16-24 yrs. old	School year	28	4	OSHA-10, First Aid & CPR, Apprenticeship Readiness Certificate
2 cohorts in partnership with Augusta Electrical JATC and Nokomis Regional H.S.					
AGC	Youth, 16-24 yrs. old	4 wks., summer	49	3	OSHA-10, First Aid & CPR, Rigger, and Signal Person, NCCER Core
4 cohorts; 1 at Brewer H.S. and 1 each at CTE Centers in Bath, Biddeford & Westbrook. Stipend available.					
AFL-CIO	Adults, multi-lingual learners & incarcerated	4 wks.	29	14	OSHA-10, First Aid/ CPR/ AED, Flagging, Asbestos Awareness, Confined Space Entry, Scaffolding User
2 cohorts; in partnership with IBEW 567, Ironworkers Local 7, LIUNA local 327, Millwrights 1121, SMART Local 17, UA Local 716, UBC Local 349					
PAE	Adults, multi-lingual learners	8 weeks, part-time	15	4	OSHA-10, EPA 608
1 Cohort in partnership with ReVision Energy.					
AGC	Youth and adults	4-6 weeks	84	24	OSHA-10*
Ongoing partnership with Reed & Reed, paid pre-apprenticeship					
IRC	Youth and adults	Maximum 6 months	64	3	OSHA-10*
Ongoing, paid internal pre-apprenticeship program at Industrial Roofing Company.					

*Pre-Apprentices get other training... but don't complete a full NCCER "level" as a pre-apprentice

Educator Apprenticeship Programs

Since 2021, when New York State established the first educator apprenticeship program, training teachers through registered apprenticeship has proven to be a successful strategy for increasing the Educational Technician, Childcare Provider and Teacher trainee pipelines. Across the United States, 2,472 apprentices are working in 31 States and territories as registered educator apprentices. In 2023, through the Governor's MJRP funds, new educator apprenticeship programs were launched at Gorham School District in partnership with Southern Maine Community College and University of Southern Maine, and at Washington County Community College in partnership with Maine School Administrative District 37.

During 2023, five sponsors hired and supported 55 apprentices already working in Maine schools and childcare settings to advance them along the career pathway to become a certified teacher, while continuing to earn an income. Educator apprenticeship programs in Maine are unique as they include up to 60 college credits for demonstrated competency on the job for registered apprentices.

In December of 2023, six Maine schools were awarded a total of \$985,000 to recruit, train, and retain educators through pre-apprenticeship and apprenticeship pilot programs. The six schools awarded funds through the Maine Department of Education and the Maine Department of Labor's Registered Apprenticeship Program will be contracted in early 2024 to pilot new educator apprenticeship and pre-apprenticeship programs. The awards will be used to train nearly 200 new and existing educators in 12 counties across the state, with a focus on building pathways for multilingual individuals, people with disabilities, and people of color and rural communities to increase representation among Maine's educator workforce. The six institutions of education who received awards are shown in Table 4.

Table 4: Educator Pilot Program Awardees

Awardee	Funding	Focus
Brunswick School Department	\$105,000	K-12 Educators, Adults
MSAD 1 – Presque Isle	\$249,000	K-12 Educators, Adults and High School Students
Portland Public Schools	\$250,000	K-12 Educators, Adults
University of Maine Farmington	\$144,000	Childcare Educators, Adults
University of Southern Maine, Portland	\$162,000	K-12 Educators, Adults and High School Students
RSU #34 - Orono	\$249,000	K-12 Educators, Adults and High School Students

Outreach

Using funding from the Maine Jobs and Recovery Program, MAP executed a contract in March of 2023 with the Results Marketing & Design Inc. (doing business as Ethos), to develop an outreach campaign for the Maine Apprenticeship Program to reach the following objectives:

- Increase awareness for registered apprenticeship programs with employers, career seekers, parents, and high school guidance counselors.
- Define and strengthen the brand promise of the registered apprenticeship model and the Maine Apprenticeship Program (MAP).
- Attract and serve a more diverse cross section of industries and apprentices, including women, BIPOC, people living with disabilities, and adults in reentry.

During 2023, Ethos focused on creating new branded assets for MAP including: updated rack cards and event booth materials to use at job fairs and other business events; new videography & photography to create traditional and social media outreach materials; and a fresh website that includes an [interactive map](#) to assist job seekers locate apprenticeship opportunities.

With the development of outreach content completed, the focus of the Ethos marketing campaign through December of 2024 will focus on traditional media advertising through television news outlets, Amjambo Africa, social media, and digital advertising campaigns targeted at employers and potential apprentices and social media promoted content and earned media and public relations support. Throughout the campaign, Ethos will manage, measure and report on the effectiveness of the campaign.

Active Apprenticeship Sponsors and Occupations in 2023

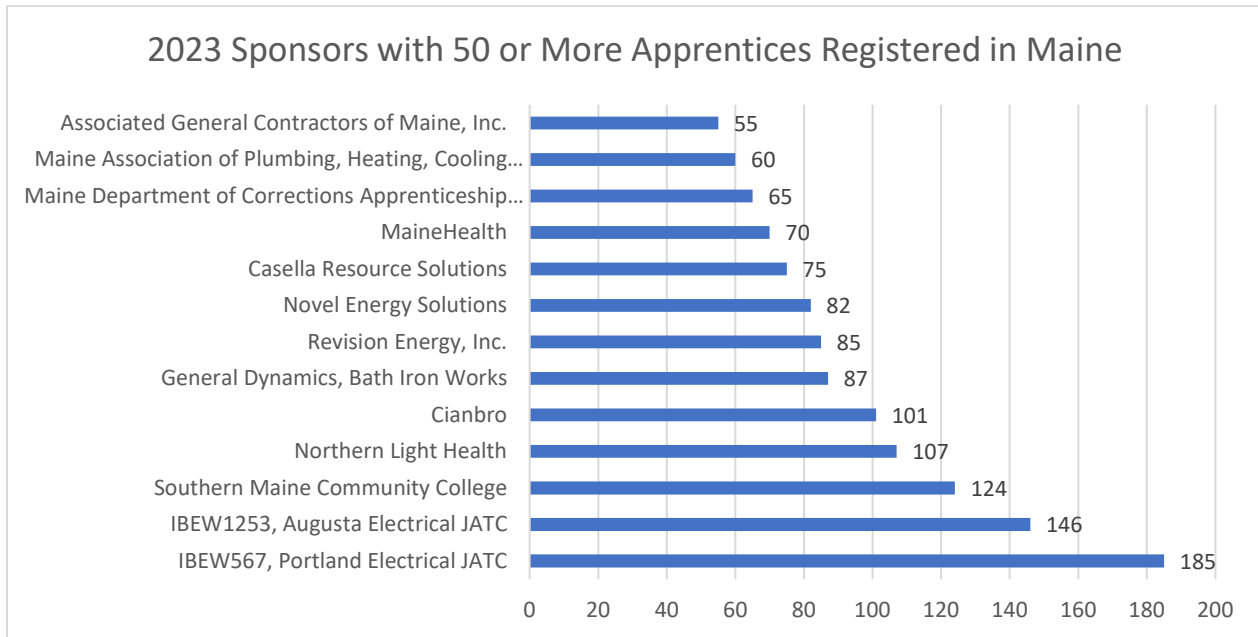
In 2023, apprenticeship programs active in Maine included 130 separate entities as active sponsors of 3,088 apprentices. Currently, three types of apprenticeship sponsors are operating in Maine: group joint, individual employer, and intermediary sponsors. **Please refer to Appendix 1 for a list of all sponsors active in 2023.**

Throughout 2023, most MAP sponsors continued to be individual businesses (97). Many businesses employ one apprentice, while some larger sponsors served more than 50 apprentices as illustrated in Chart 2 below. Intermediary sponsors (25) in Maine sponsored 537 apprentices (17.39 percent of total served) in 2023. Intermediaries act as apprenticeship agents for their signatory sub-employers who agree to hire and train apprentices using the curriculum and on-the-job training outlines established by the sponsor. The nine joint programs registered in Maine are union-sponsored joint apprenticeship training committees (JATC) that have multiple signatory businesses working with their apprentices. Collectively, 387 apprentices (12.53 percent of total served) were sponsored by JATC's in 2023.

The focus of the Maine Apprenticeship Program in 2024 will remain on expanding registered apprenticeship and certified pre-apprenticeship opportunities in four primary occupational sectors: healthcare, construction, manufacturing, and education with a secondary focus on continued development of apprenticeship opportunities in aquaculture, hospitality, information technology and within the civic sector. The expansion of our intermediary and group joint sponsors

will remain a priority, as they facilitate small businesses engagement with Registered Apprenticeship programming.

Chart 2: Illustration of Sponsors with 50 or more Apprentices in 2023

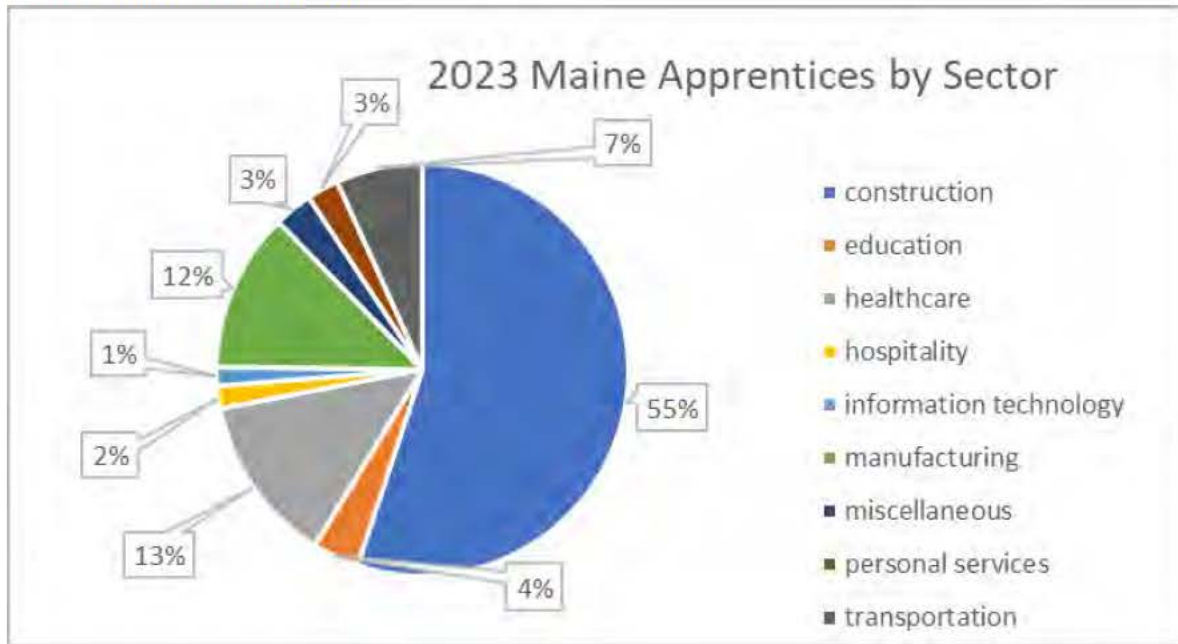


Registered apprenticeship programs help businesses address their ongoing workforce hiring, training, and retention needs. During 2023, 26 new sponsors were registered, 69 new occupations for existing and new sponsors were added and 112 potential new sponsors are working with MAP to explore becoming an apprenticeship sponsor. **Please refer to Appendix 2 for a list of all occupations registered in Maine.**

As a federally operated facility, Portsmouth Naval Shipyard (PNSY), is required to register their apprentices directly with the U.S. Department of Labor. PNSY employed 1,300 apprentices, in 26 different time-based trades in 2023. A total of 607 (47 percent) of PNSY apprentices received their classroom training at York County Community College. The PNSY apprentices do not register or receive any funding through MAP.

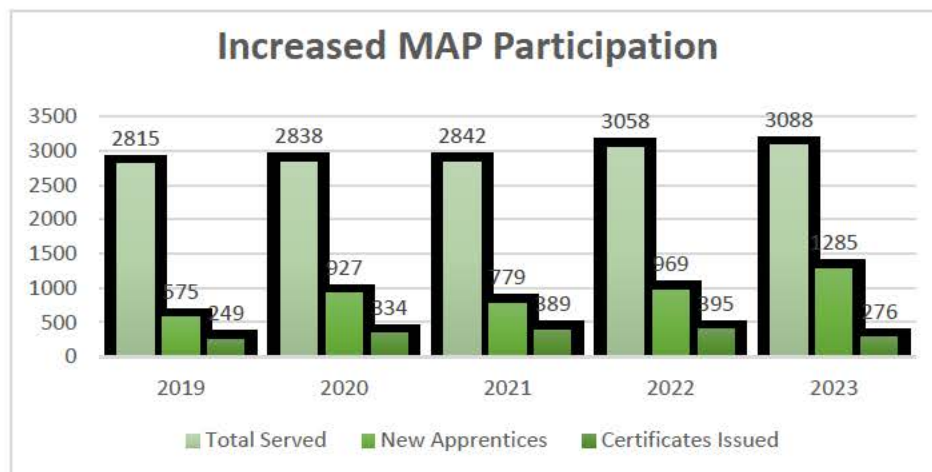
Sector Breakdown and Participation of 2023 Apprentices

Chart 3: Sector Breakdown



The construction sector represented the largest percentage of apprentices registered with the Maine Apprenticeship Program at 55 percent. Electricians comprise 37 percent of all apprentices registered in Maine. At 13 percent, the healthcare sector was the second largest sector served, with manufacturing at a close third (12 percent). For a listing of all occupations supported by Apprenticeship in 2023, see Appendix 2.

In the past five years, 14,642 individuals registered as apprentices and committed to structured, most often multi-year “schedules of work.” One thousand six hundred and forty-three of those individuals completed their apprenticeships, earning journey worker status in their chosen occupation. Out of the past five years, 2023 represented the highest growth of new apprentices registered (1,285)



Demographics of 2023 Apprentices

In 2023, 3,088 apprentices were actively working on industry-recognized skill certifications. Veterans make up 10 percent of Maine's total population and represent 9.97 percent of the state's registered apprentices. Over 500 females were active apprentices, 278 of whom (9.0 percent of all apprentices, up from 6.8 percent 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. Three hundred and seven (9.9 percent) apprentices identified as Hispanic or a member of the Black, Indigenous, People of Color (BIPOC) communities.

Total Served	Male*	Female*	Female NTO	BIPOC or Hispanic	Veteran	Average Age	Median Age
3,088	2,454	566	278	307	308	29.31	26

* 68 individuals did not identify as male or female

** BIPOC – Black, Indigenous, People of Color

Quality Assurance of Programming

In 2023, Maine Apprenticeship Program (MAP) staff conducted 25 quality assurance reviews of registered apprenticeship programs to verify that quality apprenticeship programs in compliance with CFR parts 29 and 30 are being delivered. Thirteen of the sponsors monitored were moved from provisional to permanent sponsor status and ten continued their permanent registration status. Two sponsors were provided with technical assistance on how to make improvements to record keeping and curriculum of their program and will be assessed again in 2024. All 25 sponsors reviewed in 2024 met the U.S. Department of Labor requirements of sponsoring quality apprenticeship programs.

Changes to Maine Statute Title 26 MRSA § 3204, sub§2 and sub§5 require that the Maine Apprenticeship Program evaluate the total value package of registered apprenticeship programs. We currently use a Federal Data Base RAPIDS (Registered Apprenticeship Partners Information Data System) to track our sponsors, their programs, and apprentices. In July of 2023, MAP staff submitted a ticket to RAPIDS requesting to have fields added to the employer screens to collect health and benefit information. We have been assured that the requested fields can be added but our request has not been fulfilled yet. We anticipate the requested data fields will be added to RAPIDS within the next few months. MAP staff will evaluate the total package value of registered apprenticeship programs and report our findings in the next annual report.

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.

2023 Members of the Maine Apprenticeship Council:

Council Members Representing Labor Organizations

Jennifer McKenna, 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

Robin Wood, Chair, Reed & Reed, Inc.. Council Chair

Daniel Coffey, Cianbro Corporation

Lescar Beane, E.S. Boulos Company

Jennifer Boynton, MaineGeneral Medical Center

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

Open Seat*

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

Christopher Winstead, Maine Community College System

Dwight Littlefield, Department of Education

*Process to fill open seats is underway

Success Stories

Michael A Scannell Jr.

Portland, Maine

Madeline Point Oyster Farms, Pre-Apprentice

"The hands-on experience I've gained working at Madeleine Point Oyster Farms this summer as a pre-apprentice has had a huge impact on me. Before joining the Aquaculture Pioneers Pre-apprentice program, I had done some commercial lobstering during my summers. There's a misconception that aquaculture is a 'set-it-and-forget-it industry', that doesn't include much hard work, which is certainly not the case. The tasks on the farm are constantly changing as we expand the farm and get ready for the summer season.



This pre-apprenticeship has helped me gain firsthand knowledge on farming practices as well as network with the different farming organizations within the greater Casco Bay area. It has also allowed me to gain the knowledge I would need to start my own farm after graduation. Working at Madeleine Point Oyster Farms has allowed me to believe that aquaculture is truly the future for harvesting the seas in a more sustainable way.

It's exciting to see all of the ventures popping up within my home state, which makes me feel like I don't have to travel far in order to find a career on the water. I'd like to be a part of the booming movement because I believe it can save local commercial fishing communities as well as provide us with a more sustainable food source. It also allows those that didn't have an upbringing in commercial fishing, like myself, to be able to get involved. I am seriously interested in pursuing an apprenticeship in aquaculture in the future to continue building my knowledge and skills and begin my potential career in aquaculture with a significant leg up!"

Margaret Rende

Augusta, Maine

Associated General Contractors Pre-Apprentice to
Registered Electrical Apprentice for Reed & Reed



"My story starts with the age-old world of working every retail job until landing in a career that has growth potential. I first got into electrical work from a family friend and his electrical company.

There I learned a lot about the different types of electrical work that can be done. After a year there, I found myself needing a new job in this trade that would allow me the ability to get a formal education and better on-the-job training concurrently. I connected with a local partner of Reed & Reed's (AGC), that had an opening for an apprenticeship.

What I have learned so far is that an apprenticeship, given the right opportunity, is invaluable. All you have to do is show up, work hard, and be eager to learn.

If I had known about these opportunities in high school, I would have benefitted greatly.

I believe that this opportunity opens many doors for my future and a great career in this field. Absolutely worth the effort. I highly recommend an apprenticeship to anyone, it requires a little effort to find the right resources and opportunities, but once they have been found, it is a quick and easy transition."

Tim Beauchamp

York, Maine

Maine Marine Patrol

Marine Patrol Officer Registered Apprenticeship



"The apprenticeship program with the Maine Marine Patrol was without question an invaluable experience. The experiences gained from this program prepared me well for a career in Law Enforcement and more importantly prepared me for a career with the Marine Patrol. From Downeast Maine to Southern Maine, the apprenticeship program successfully guided me through every Marine Fishery in the state and set me up for success as I navigated toward working my own patrol. A hands-on approach allowed unique opportunities and exposure to missions and capabilities I otherwise would've missed out on. I cannot recommend this program enough, especially for the men and women leaving the Armed Services looking for a great way to kickstart their career and life after the Military."

Maeve LeClair

Portland, Maine

Maine Medical Partners Orthopedics and Sports Medicine

MaineHealth Medical Assistant Apprenticeship Program

"As a 23-year-old with a degree in Political Science, I never saw myself working in a medical office. I began working at Maine Medical Partners as a Patient Service Representative since I have extensive customer service and clerical experience, and wanted to work in a place that gave me opportunities for growth.



Being immersed in the healthcare setting made me realize that I have an interest in direct patient care, and that I could also pursue my passion for advocacy. About half a year into my employment I heard about the MA Apprenticeship Program. For me it was obvious to participate.

I love challenging myself with my academics and could not pass up an opportunity to go back to school without adding to my educational debts. As I progress through this program I am amazed by the knowledge and skills I have gained, and thankful for the future opportunities it has opened up to me. I hope that once I complete the program in the spring I can begin to work towards a position in patient advocacy work, population health, and working within my community to address health disparities. I am incredibly thankful for this experience, and I hope that others take advantage of this opportunity as well to further their knowledge and aid our community."

MaineHealth

Workforce Development Office

Portland, Maine

MaineHealth

"MaineHealth is the current sponsor of apprenticeship programs for three occupations: medical assistant, medical technologist, and education technician. In addition to the existing programs, MaineHealth is collaborating with the Maine Department of Labor to continue to add 2 - 5 additional apprenticeship programs in 2024. For MaineHealth, contemplating and adding apprenticeship programming has galvanized conversations around what constitutes a high quality educational and work experience for clinical trainees. The Department of Labor's guidance on mentorships and other apprenticeships has been invaluable to our leaders and for our health system. These programs are crucial to implementing MaineHealth's workforce development strategy and building the workforce of the future. We look forward to our continued partnership with the Maine Apprenticeship Program." – MaineHealth Workforce Development

Appendix 1 – 2023 Maine Apprenticeship Sponsors

26 New Sponsors in 2023	Sponsor City	State	Sponsor Type
Aurora Contracting	Farmington	ME	Employer
Aware Recovery Care	South Portland	ME	Employer
Brackett Funeral Home	Brunswick	ME	Employer
Chandler Funeral Homes & Cremation Service	South Paris	ME	Employer
Coon & Horch LLC	South Portland	ME	Employer
Coutts Bros	Randolph	ME	Employer
Deer Valley O and M	Somers	CT	Employer
Educate Maine	Portland	ME	Intermediary
Foster Career and Technical Education Center	Farmington	ME	Intermediary
Gallop Construction Services	Hodgdon	ME	Employer
Gifford Electric	Brewer	ME	Employer
Gorham School Department	Gorham	ME	Intermediary
InterMed, P.A.	South Portland	ME	Employer
Jim Michaud Heating and Cooling	Medway	ME	Employer
Lewiston Public Schools	Lewiston	ME	Intermediary
Maine Solar Solutions	Freeport	ME	Employer
Meklin Masonry Inc.	Waterboro	ME	Employer
North Atlantic States Carpenters Training Fund	Millbury	MA	Union/Labor
Pine Tree Solar	Hermon	ME	Employer
Professional Electrical Contractors of CT Inc.	Cumberland	RI	Employer
Segee Enterprises	Windham	ME	Intermediary
Sentry Electrical Group	Lawrenceville	GA	Employer
Smith Builders Inc	Glenburn	ME	Employer
Unity College	New Gloucester	ME	Intermediary
Wiles Funeral Homes, Inc	Farmington	ME	Employer
Wyman Electric LLC	Windham	ME	Employer

104 Continuing Sponsors in 2023	Sponsor City	State	Sponsor Type
ADT Commercial	Portland	ME	Employer
Aero Heating & Ventilating, Inc.	Westbrook	ME	Employer
Associated Builders & Contractors of Maine, Inc.	Auburn	ME	Intermediary
Associated General Contractors of Maine, Inc.	Augusta	ME	Intermediary
Barrette Outdoor Living, Inc.	Biddeford	ME	Employer
BASiX Automation Integrators, Inc.	Dover	NH	Employer
Bassett Custom Home Builders Inc	Durham	ME	Employer
Bibber Memorial Chapel	Kennebunk	ME	Employer
Birmingham Funeral Home	Old Town	ME	Employer
Bowers Funeral Home	Houlton	ME	Employer

104 Continuing Sponsors in 2023	Sponsor City	State	Sponsor Type
Boyne Resorts	Newry	ME	Intermediary
Bragdon-Kelley Funeral Homes	Ellsworth	ME	Employer
Bristol Seafood	Portland	ME	Employer
Brookings-Smith Funeral Home	Bangor	ME	Employer
Burpee, Carpenter & Hutchins Funeral Home	Rockland	ME	Employer
C&L Aviation Group	Bangor	ME	Employer
Casco Bay Electric, LLC	Portland	ME	Employer
Casella Resource Solutions	Saco	ME	Employer
Cianbro	Pittsfield	ME	Employer
Conroy-Tully Walker Funeral Homes	Portland	ME	Employer
Davis Ulmer	Auburn	ME	Employer
Day & Ross	Houlton	ME	Employer
Day's Jewelers	Waterville	ME	Employer
Dead River Company	South Portland	ME	Employer
DeBlois Electric, Inc.	Lewiston	ME	Employer
DePco Mechanical LLC	Plainville	CT	Employer
Doc's Upholstery and Restoration	West Bath	ME	Employer
Dog House Energy Services LLC	Freeport	ME	Employer
Downeast Direct Cremation, LLC	Bangor	ME	Employer
Duncan Graves Funeral Home	Presque Isle	ME	Employer
East Coast Electric of ME LLC	Saco	ME	Employer
Estes Oil & Propane	York	ME	Employer
Fabian Oil Inc	Manchester	ME	Employer
Family First Funeral Homes	Gardiner	ME	Employer
Finishing Trades Institute of New England	Roslindale	MA	Union/Labor
Fortin Group Funeral Home	Lewiston	ME	Employer
Gallant Funeral Home	Waterville	ME	Employer
General Dynamics, Bath Iron Works	Bath	ME	Employer
Heat & Frost Insulators, LU 6/Axion	Boston	MA	Union/Labor
Hobbs Funeral Home	South Portland	ME	Employer
Hope Memorial Chapel	Portsmouth	NH	Employer
HospitalityMaine	Augusta	ME	Intermediary
IBEW1253, Augusta Electrical JATC	Newport	ME	Union/Labor
IBEW567, Portland Electrical JATC	Lewiston	ME	Union/Labor
Industrial Roofing Company	Lewiston	ME	Employer
Interstate Electrical Services, Inc.	Billerica	MA	Employer
Ironworkers Local 7 JATC	Clinton	ME	Union/Labor
Jones, Rich & Barnes Funeral Home	Portland	ME	Employer
Jordan-Fernald Funeral Home	Mount Desert	ME	Employer
Ken L. Electric, Inc.	Saint Agatha	ME	Employer
Kincer Funeral Home, DBA Funeral Alternatives	Richmond	ME	Employer
Lajoie Funeral Home and Cremation Services, LLC	Madawaska	ME	Employer

104 Continuing Sponsors in 2023	Sponsor City	State	Sponsor Type
Lamson Funeral Home	Millinocket	ME	Employer
LKG Services	South Freeport	ME	Employer
Louth Callan Renewables, LLC	Suffield	CT	Employer
Maine Aquaculture Association	Hallowell	ME	Intermediary
Maine Association of Plumbing, Heating, Cooling Contractors, Inc	Cumberland	ME	Intermediary
Maine Department of Corrections Apprenticeship	Charleston	ME	Employer
Maine Department of Corrections-officers	Charleston	ME	Employer
Maine Department of Health and Human Services	Augusta	ME	Intermediary
Maine Department of Marine Resources	Augusta	ME	Employer
Maine Kayak, Inc	New Harbor	ME	Employer
Maine Roads to Quality Professional Dev. Network	Portland	ME	Intermediary
Maine Rural Water Association	Richmond	ME	Intermediary
MaineGeneral Health	Augusta	ME	Employer
MaineHealth	South Portland	ME	Intermediary
Martin's Point Healthcare	Portland	ME	Employer
Massachusetts and Northern N. E. Laborers	Hopkinton	MA	Union/Labor
Mays Funeral Home	Calais	ME	Employer
MCD Global Health	Augusta	ME	Intermediary
McIntire-McCooey Funeral Home	South Berwick	ME	Employer
Mid-Coast Energy Systems	Damariscotta	ME	Employer
Mid-State Machine	Winslow	ME	Employer
Mitchell-Tweedie, Inc.	Bucksport	ME	Employer
Modula	Lewiston	ME	Employer
Moody's Collision	Gorham	ME	Employer
Nestle Waters North America	Poland Spring	ME	Employer
Northeast Residential Services	Gray	ME	Employer
Northern Light Health	Waterville	ME	Intermediary
Northern Maine Community College	Presque Isle	ME	Intermediary
Novel Energy Solutions	St. Paul	MN	Employer
Panolam Industries, Inc.	Auburn	ME	Employer
Pine State Services	Westbrook	ME	Employer
Plumbers and Pipefitters UA Local 716	Augusta	ME	Union/Labor
Pratt & Whitney	North Berwick	ME	Employer
RCBI Apprenticeship Works-Maine	Huntington	WV	Intermediary
Revision Energy, Inc.	South Portland	ME	Employer
Riposta Funeral Home	Belfast	ME	Employer
SAFAL Maine	Houston	TX	Intermediary
Seabee Electric, Inc.	Scarborough	ME	Employer
Sheet Metal Workers Local 17	Lewiston	ME	Union/Labor
SLH Maine Manager LLC	Auburn	ME	Employer
Somerset Career & Technical Center	Skowhegan	ME	Intermediary

104 Continuing Sponsors in 2023	Sponsor City	State	Sponsor Type
Southern Kennebec Child Development Corp.	Farmingdale	ME	Employer
Southern Maine Community College	Portland	ME	Intermediary
T&D Wood Energy, LLC	Sanford	ME	Employer
Thos. Moser Cabinetmakers	Auburn	ME	Employer
True Enterprises LLC	York	ME	Employer
Veilleux Funeral Home	Waterville	ME	Employer
Warren Mechanical	Westbrook	ME	Employer
Washington County Community College	Calais	ME	Intermediary
Wayne J Griffin Electric	Holliston	MA	Employer
WYEcon Inc.	Newport	ME	Employer
York County Community College	Wells	ME	Intermediary

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/>

Appendix 2
Occupations Registered in Maine in 2023

Architecture and Engineering Occupations

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

Building and Grounds Cleaning and Maintenance Occupations

Custodian
Housekeeper
Landscaped Management Technician

Business and Financial Operations Occupations

Assistant Buyer
Certified Workforce Development Professional
Events Planner and Manager
Project Manager/Installation

Community and Social Service Occupations

Community Health Worker
Peer Specialist

Computer and Mathematical Occupations

Application Developer
Computer Programmer
Computer Support Specialist
Cyber Security Support Technician
Data Scientist
Database Technician
Help Desk Technician
IT Analyst
IT Generalist
Network Support Technician
Penetration Tester
User Experience Designer

Construction and Extraction Occupations

Boilermaker Fitter
Bricklayers & Mason
Bridge Carpenter/Heavy Highway
Building Construction Craft Laborer

Construction and Extraction Occupations(cont.)

Carpenter
Carpenter - Framing and Finishing
Carpenter, Residential
Carpenter, Ship
Construction Craft Concrete Laborer
Construction Craft Laborer
Construction Craft Laborer - Heavy / Highway
Construction Equipment Operator
Drywall Finisher
Duct Installation Technician
Earthworks Laborer
Electrician
Electrician (Ship & Boat)
Electrician, Maintenance
Floor Layer
Glazier
Home Performance Laborer Residential
Insulator
Ironworker
Painter
Painter, Industrial Coating & Lining Application
Painter - Decorator
Pile Driver
Pipe Coverer and Insulator
Pipe Fitter (Construction)
Pipe Fitter (Ship & Boat)
Pipe Fitter
Pipe Inspector
Plumber
Preservation Tech
Roofer
Sheet Metal Worker
Sprinkler Fitter

Educational Instruction and Library Occupations

Assistant Teacher
Early Childhood Educator
Educational Technician II
Educational Technician III
Teacher Aide I

Farming, Fishing and Forestry Occupations

Aquaculture Technician
Logger

Food Preparation and Serving Related Occupations

Cook
Kitchen Manager
Production Cook
Restaurant Manager
Sous / Head Chef

Healthcare Practitioners and Technical Occupations

Critical Care Nurse Residency
Critical Care Unit Nurse
Dietary Aide / Food Service
Emergency Room Nurse
Emergency Room Nurse Residency
Float Nurse
Front Line Nurse Leader
Med Surg Nurse Residency
Mental Health Nurse Residency
Polysomnographic Technician
Psychiatric Nurse

Healthcare Support Occupations

Certified Nursing Assistant (CNA)
Direct Support Professional
Health Support Specialist
Medical Assistant
Veterinary/Lab Animal Tech

Installation, Maintenance and Repair Occupations

A&P Aviation Mechanic
A&P Aviation Mechanic (Prior Experience)
Automobile Body Repairer
Automotive Technician I
Crane Mechanic
Diesel Mechanic
Environmental Control System Installation Services (HVAC)
Fiber Optic Technician
Heating & Ventilation Technician
Heavy Equipment Technician
HVAC Technician
Industrial Mfg. Mechanical Maintenance Tech.
Line Installer/Repairer
Lineworker
Lineworker - Distribution
Lineworker - Transmission

Installation, Maintenance and Repair Occupations (cont.)

Maintenance Mechanic (Industrial)

Maintenance Electrician
Maintenance Supervisor
Master Oil Burner, Solid Fuel, Propane & Natural Gas Technician
Millwright
Security and Fire Alarm System Installer
Substation Technician
Telecommunications Technician
Yard Rigger

Life, Physical, and Social Science Occupations

Agricultural Technician

Management Occupations

Director, Funeral
Farmer
Lodging Manager
Operations Manager
Restaurant Manager

Office and Administrative Support Occupations

Accounting Technician
Advanced Planner
Basic Planner
Customer Service Representative
Financial Management Specialist
Hospitality Services I
Medical Secretary
Service Coordinator / Dispatcher
Teller (financial)

Personal Care and Service Occupations

Animal Trainer
Early Childhood Education Specialist 1
Early Childhood Education Specialist 2
Funeral Practitioner
Hospitality Services II
Service Dog Trainer
Tour Guide

Production Occupations

Advanced Front Line Supervisor
Assembler Installer General
Bench Jeweler
Boiler Operator
Cabinet Maker
Engineering Assistant
Production Occupations (cont.)
Industrial Sewing Machine Operator
Laminator
Layout Manufacturing Production Technician

MACHINIST
Machinist / Manufacturing Technologist
MACHINIST, OUTSIDE (Ship)
Painter, Transportation Equipment
Sawyer
Seafood Processor & Fish Cutter
Service Specialist
SHIPFITTER (Ship & Boat)
Upholsterer
Waste Treatment Operator
Wastewater Systems Operations Specialist
Water Systems Operation Specialist
Welder
Welder, Arc
Wood Pellet Plant Operator
Corrections Officer
Protective Services Occupations
Fire Suppression Technician

Marine Patrol Officer
Sales and Related Occupations
Assistant Store Manager

Sales Associate
Technical Sales Representative
Technical Sales Specialist
Transportation and Material Moving Occupations
CDL Tractor Trailer / Tanker Operator

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



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