

# *Maine's Workforce Investment Act*

## *Annual Report*

July 1, 2005 – June 30, 2006

Submitted by:

Maine Department of Labor

And the

Maine Jobs Council

MAINE  
DEPARTMENT OF  
LABOR

MJC

**Career**Center  
The Maine Employment Resource

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# *Executive Summary*

## *Workforce Investment in Context*

Maine's Workforce Investment Act's Annual Report focuses first on Maine's transitioning economy and the Governor's Economic Development plan. Our investments in our workforce must necessarily be measured against this backdrop.

### *The Transitioning Economy*

For many years Maine has been undergoing an often painful transition as we have watched paper mills, shoe shops, textile mills and other manufacturing industries close as global competitors produce products more cheaply. At the same time, Maine has some new growing and promising sectors. The latest forecasts for selected industries illustrate the transition.

#### **Projected Declines: 2004 - 2014<sup>1</sup>**

<b>Selected Manufacturing Industries</b>	<b>Projected Percent Decline in Jobs</b>
<b>Wood Products</b>	<b>-13.3%</b>
<b>Primary Metal</b>	<b>-25.8%</b>
<b>Transportation and Equipment</b>	<b>-16.8%</b>
<b>Textile Mills</b>	<b>-40.3%</b>
<b>Apparel</b>	<b>-24.3%</b>
<b>Leather and Allied Products</b>	<b>-44.1%</b>
<b>Paper</b>	<b>-18.3%</b>

#### **Projected Increases: 2004-2014**

<b>Selected Occupations or Industries</b>	<b>Projected Percent Increase in Jobs</b>
<b>Securities, Commodity Contracts, Investments</b>	<b>20.4%</b>
<b>Professional, Scientific and Tech services</b>	<b>12.2%</b>
<b>Electronic markets and agents and brokers</b>	<b>23.0%</b>
<b>Merchant Wholesalers, durable goods</b>	<b>12.5%</b>
<b>Retail</b>	<b>11.0%</b>
<b>Education and Health Services</b>	<b>18.3%</b>
<b>Internet publishing and broadcasting</b>	<b>26.6%</b>
<b>Arts, Entertainment and Recreation.</b>	<b>20.6%</b>
<b>Accommodation and Food Service</b>	<b>13.4%</b>

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<sup>1</sup> Maine Employment Outlook 2004 – 2014, Maine Department of Labor (September 2006)

## *The Governor's Economic Development Plan*

For all economic development activities, the economic plan calls for 1) workforce development, 2) research and development, 3) market development, and 4) capitalization and infrastructure development.

The plan seeks to place Maine industries at the top of the competition by assuring we are on the cutting edge of the new economy. It targets selected mature industries and emerging industries.

### *Modernizing Mature Industries*

**Forestry:** New forest products, such as wood composites and bio-mass energy, are targeted in the economic development plan. For example, one company moving into the closed Georgia Pacific mill in Old Town will run a bio-mass boiler for electricity, and ultimately for ethanol. Composites are being developed at the University of Maine's Advanced Engineered Wood Composites Center.

**Marine Trades:** Advanced boat building composites hold promise for the Marine trades sector. Maine's WIRED grant brings resources to all the components needed to grow this industry cluster: research and development, market development, infrastructure development and workforce development.

**Metal Products:** Precision and niche manufacturing is a large and important industry the plan promotes as well. To keep ahead of the curve, R & D can reap results. For example, the University of Maine has spun off Stillwater Scientific Instruments to market precision scientific instruments. A mass spectrometer was brought to market in 2005.

**Tourism:** Tourism accounts for 15% of Maine's gross state product – compared to 6% in the rest of New England. In addition to conserving the beauty of the State, efforts include more training in the hospitality industry, coordination of promotion among regions of the state, and “branding” Maine as a beautiful place to travel and live.

### *Emerging Industries*

**Biotech and Biomedical Research.** Jackson Laboratory in Bar Harbor, employing over 1300 people, has long been the most well known in this arena. On the internet, however, there are over 50 companies in Maine in these fields. To help advance this sector, a new Graduate School of Biomedical Sciences will be in place at the University of Maine in 2007.

**Financial Services.** Maine's strong infrastructure, including telecommunications, business climate, and a desirable quality of life make financial services a smart place for the economic plan to target. The industry is projected to grow at a rate of 5.3%. The economic plan seeks to increase growth beyond the projections.

### *The Creative Economy*

The Creative Economy refers to two concepts that permeate Maine's economic development efforts. First, Maine wants to help develop industries that are on the creative, cutting edge of their field. This is the way to stay competitive. This means providing better, more accessible higher education for

Maine people. It also means attracting more creative thinkers to the state to do business. Second, it means further development in our arts and cultural sectors – to encourage creative thinking, to attract people to our state and to keep our communities vibrant.

## *Workforce Investment*

**In a Nutshell – Maine needs more workers with more education.** Baby boomers are retiring, population growth is slowing and industry is shifting toward more jobs that require post-secondary education. The State will focus on making post-secondary education more accessible and more flexible. It will also focus on encouraging more people to get the education they need and to join the workforce. Older people, people with disabilities, low-income parents and others who are often insecure in the labor market must be encouraged, with appropriate accommodations, to up-grade or up-date their skills and join the workforce.

Maine's Workforce Investment dollars provide the infrastructure that allows CareerCenters and other service providers to package various resources that can be invested in people. Here are just a few highlights of activity in the workforce investment system – a system that touches many lives and is critical to Maine's economic development.

### *Some Highlights*

**Life Long Learning Accounts.** CareerCenters are now promoting Life Long Learning Accounts (LILA) with their local employers. With employer and employee contributions, these accounts work like a 401(k) to save for education. Still in its early marketing phase, six businesses have signed up, making LILAs available to 308 employees.

**Apprenticeships.** In the past year 511 apprentices and 53 pre-apprentices (high school age) have enrolled in the apprenticeship program. By way of example, new apprenticeships have been registered for the marine trades in Ellsworth. In Dover Foxcroft a program for mental health technicians has been developed.

**Brunswick Naval Air Station transition.** Coastal Counties Workforce Inc. is the workforce investment center covering the Brunswick region where BNAS is soon to close. Working with others, they are establishing a transition center on the base and conducting a community audit to inform future planning. They report that there are 700 civilian workers connected with the base, 43% of whom requested immediate assistance to plan for reemployment.

**Rapid Response.** In this program year, Maine's Rapid Response Teams responded to 105 lay-off events, effecting 3,395 people. Of those events, half were closures and half were lay-offs. Responding quickly to the lay-off event, they call workers together to inform them of the resources available to help them survive, get more training and or find a new job. They are assisted with health care, unemployment, possibly Trade Adjustment Act benefits, the resources at the CareerCenter and more. Then CareerCenter staff remain available to them as they figure out how to chart their course.

**Leveraging dollars.** The CareerCenters and other service providers leverage many resources, including Governor's Training Initiative (GTI) dollars. These dollars are provided to employers, who must then provide matching funds, to train workers with the skills needed for their workforce.

For example, according to their 3<sup>rd</sup> quarter report, the Aroostook and Washington County Business Assistance Program (part of the WIA infrastructure) worked with five businesses to leverage over \$108,000 to upgrade the skills of over 850 incumbent workers. The training ranged from customized computer skills, the machinist trade, to specialized medical counseling.

The Maine Jobs Council has modified its WIA strategic plan to reflect the Governor's economic priorities. Post-secondary education and training, bringing more people into the workforce and partnering with businesses to provide the training they need will continue to be our emphasis.

# ***Maine's Workforce Investment Act Annual Report***

***July 1, 2005 – June 30, 2006***

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## ***Introduction***

Maine's Workforce Investment Act (WIA) funding is an important piece of the much larger workforce investment and economic development strategy in Maine. WIA is the foundation that allows other important resources to be delivered. The local CareerCenters and other providers connected businesses and workers to the University and the Community College system, Trade Adjustment Act benefits, National Emergency Grants, the Governor's Training Initiative, Adult Education, Rehabilitation Services, the Maine Apprenticeship program and other resources. Indeed, packaging these resources to help workers obtain training and jobs is what Maine CareerCenters specialize in.<sup>2</sup> In the 2005-2006 Program year, Maine continues to vigorously pursue its economic development plan and its workforce investment in response to the historic shifts in the economy in this high technology age. The year has been marked by efforts to assure Maine's three Departments: the Department of Economic and Community Development, the Department of Labor and the Department of Education continue to collaborate as part of the Governor's Workforce Cabinet. Earlier Maine submitted to you its modified WIA Strategic Plan. This revised plan attests to the efforts of the Maine Jobs Council and the Maine Department of Labor to align WIA with the Governor's economic plan.

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## ***Maine's Economic Transition***

Like many states, Maine is experiencing an economic transition as many manufacturing jobs are lost and new business opportunities emerge. To manage this transition, traditional industries are innovating and modernizing. New industries are emerging and offering new prospects for Maine's economy. Assisting Maine workers in finding opportunity in this difficult and sometimes frightening transition remains an important focus of Maine's workforce investment activities.

### ***Older Maine Industries Are Closing; Those That Remain Must Modernize***

If an old Maine manufacturing company is unable to be competitive in today's economy or if a plant's owner chooses to move operations elsewhere, the disruption can be traumatic. In Program

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<sup>2</sup> *Maine's Workforce Development System, a Guide to Education and Training Programs* (Maine Development Foundation and Maine Jobs Council, 2006).

Year 2006, Maine’s Rapid Response Team responded to 105 lay-off events, effecting 3,395 people. Of those events, half were closures and half were lay-offs.<sup>3</sup> In Maine 56% of lay-off events have been in goods producing industries.<sup>4</sup> From 1992 until 2004, Maine suffered a net loss of over 20,000 jobs in manufacturing, leaving the state with about 62,680 jobs in 2004. Using a model based on *historic* data, Maine’s labor economist predicts a further decline of 12.6% by 2014.<sup>5</sup> Table I indicates the projected losses in some of the hardest hit manufacturing industries.

TABLE I

Selected Manufacturing Industries	Projected Percent Decline in Jobs 2004 – 2014
Wood Products	-13.3%
Primary Metal	-25.8%
Transportation and Equipment	-16.8%
Textile Mills	-40.3%
Apparel	-24.3%
Leather and Allied Products	-44.1%
Paper	-18.3%

Source: Maine Employment Outlook 2004 to 2014, Maine Department of Labor, Labor Market Information Services.

Table II describes Maine’s economic development plan includes turning these losses around – indeed in some sectors industry leaders are now looking for new employees and project *job growth*.

<sup>3</sup> Maine Department of Labor, Bureau of Employment Services.

<sup>4</sup> Maine Department of Labor, Labor Market Information Services, in cooperation with the U.S. Bureau of Labor Statistics. (This data counts employers with 15 or more employees and lay-offs of 20 or more workers for more than 30 days.)

<sup>5</sup> *Maine’s Employment Outlook 2004 to 2014*, page 3 (Economic and Demographic Research Group, Maine Department of Labor, September 2006) <http://www.maine.gov/labor/lmis/pdf/MaineEmploymentOutlook.pdf>; *Trends and Implications for the Maine Workforce*, Table 3 (Labor Market Information Services, March 2005)(Note: the number of manufacturing jobs is estimated due to changes in data collection and analysis between 1992 and 2004.)



## *Industry Growth Sectors.*

Maine is fortunate to be growing jobs in other sectors:

TABLE II

<b>Selected Occupations or Industries</b>	<b>Projected Percent Increase in Jobs 2004 - 2014</b>
Securities, Commodity Contracts, Investments	20.4%
Professional, Scientific and Tech services	12.2%
Electronic markets and agents and brokers	23.0%
Merchant Wholesalers, durable goods	12.5%
Retail	11.0%
Education and Health Services	18.3%
Internet publishing and broadcasting	26.6%
Arts, Entertainment and Recreation.	20.6%
Accommodation and Food Service	13.4%

Source: Maine Department of Labor, Labor Market Information Services.

Whether looking back or projecting forward at the job market ahead, Maine's transition is dramatic.

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## *Maine's Economic Development Plan*

Maine's economic development strategy involves creating jobs that pay a livable wage by modernizing and revitalizing our mature industries and developing emerging industries, such as biomedical research, financial services, and Maine's creative economy.<sup>6</sup> As old industries transform and new industries emerge, Maine's workforce must be assisted both with coping with the upheaval of lay-off and with finding a new vocation that will sustain them. Providing education and training to our workforce so they can meet the needs of growing businesses is essential to economic development and even more essential to workers and their families.

### *Mature Industries: Metal Products, Paper and Forestry, Marine Trades, and Tourism*

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<sup>6</sup> The Governor's Economic Development Plan is described online.  
<http://www.econdevmaine.com/announcements/details.asp?PressID=4>

In mature industries, Maine has developed a workforce proud of its heritage and a reputation for quality products. The Governor Baldacci's economic development plan includes to revitalize and modernize some of these key industries.

## **Metal Products**

In metal products, Maine's economic development plan focuses on precision and niche manufacturing. In a recent informal survey of 150 metal products manufacturers (of which 50 responded), the Maine Metal Products Association found that among the 25 companies that responded to this question, they anticipated 1,134 job openings in the next six years.<sup>7</sup>

Maine's Pine' Tree Zones (PTZ) have helped prevent the closure of metal product plants and encouraged their modernization. General Dynamics Armament and Technical Products decided to stay in Saco rather than closing its plant with the help of the PTZ. The company is now pouring new investments into modernizing its facility and has created 50 manufacturing jobs over the past year.

In emerging modern manufacturing, Stillwater Scientific Instruments, a spin-off of the University of Maine, has recently started up to bring to market precision scientific instruments. It brought a mass spectrometer to market in 2005. Stillwater was able to get off the ground with grants from the Maine Technology Institute as well as the National Science Foundation. This niche market has tremendous growth potential.

## **Forest Products**

In forest products, the industry and the state are working to increase investments in new technologies, including wood composites and bio-mass energy. The University of Maine is advancing these efforts with its Advanced Engineered Wood Composites Center.

A good illustration of Maine's effort to revitalize and modernize our paper mills is the recent purchase of the Georgia Pacific mill in Old Town. GP announced it would close its mill in March and over 459 workers were laid off. Since that time, the nearby CareerCenter and the rapid response team have been working to meet the needs of these workers with training, job search, TRA and health care with help from WIA and the Trade Adjustment Act. Many have been relieved to hear that the Governor and four businesses announced the mill was being purchased with the hope that, over time, more than 1,000 jobs would be created. The companies to move in to the facility include:

- A company that will operate the biomass boiler, initially to sell electricity to the power grid. Ultimately it will produce, through a new technology, ethanol as a substitute for MTBE that is now found in gasoline. This company will hire 75 – 100 laid off union workers.

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<sup>7</sup> Maine Metalworking Industry Survey 5, Maine Metal Product Association 2006.

- An engineering developer to assist with the boiler.
- A company that will manufacture, assemble and distribute heat pumps designed to produce heat at 2/3rds the cost of oil. This company hopes to employ 300 workers over the next two years.
- A Maine based-company will produce peel and stick labels. They hope to employ 400 workers by the second year.<sup>8</sup>

This is how Maine's tradition and natural resources, our strong workforce and our investment into new technology can bring our mature plants back on line.

## **Boat Building, Composites Technologies and Marine Trades and The North Star Alliance**

On August 24, 2005, the Base Realignment and Closure Commission (BRAC) designated Brunswick Naval Air Station (BNAS) for closure, with lay-offs occurring between 2009 to 2011. The closure will result in a loss of nearly 5000 jobs and \$135 million in annual earnings. Meanwhile, the Department of Defense has continued to scale back production of Navy ships built at Bath Iron Works (BIW). BIW, which employs highly skilled ship builders and engineers, recently reduced their workforce by over 1,100 due to reductions in Navy contracts. From shop-floor workers to technical and managerial professionals, opportunities for employment with a good salary and pathways for growth and career development are diminishing for residents of coastal Maine. Maine's coastal economy stands at a critical crossroads...

From its notoriously fast coastal schooners to its high-tech destroyers, Maine's tradition in the marine trades is unsurpassed. This mature industry is one that the State is determined to retain and rejuvenate. The economic development plan includes increased research and development, new education and training opportunities for workers, and the production of boats using highly advanced technology.

The most exciting development in this area is the funding from the Workforce Innovation in Regional Economic Development (WIRED) grant to support the North Star Alliance Initiative. In December 2005, the Maine Departments of Labor, Economic and Community Development and Education, together

*"With the support of the Department of Economic and Community Development, the Maine Technology Institute, and Pine Tree Zone Initiatives, Hodgdon Yachts of East Boothbay was able to secure a \$1 million contract with the U.S. Navy in 2004 to design a composite high-speed prototype vessel."*

Maine's Creative Economy, 9

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<sup>8</sup> Aimee Dolloff, A new chapter: Four companies sign on to run former Old Town paper mill, *Bangor Daily News* (Monday, September 25, 2006).

with the Maine Marine Trades Association, the Maine Composite Alliance and Maine Built Boats. In February the Governor was notified we were awarded the grant. It is a three-year \$15 million grant to develop a regional effort centered on boat building and the marine trades using advanced composite materials. In addition to research and development, market development, and infrastructure development, workforce education and training has been identified as one of four pillars to making this effort work. The WIRED grant includes significant dollars for workforce investment. To assure that the needs of industry are met and students properly trained, plans include having faculty from both business and the educational system collaborating to teach needed skills. This effort will involve collaboration with the University, the Community College system, the CareerCenters, and secondary schools.

## **Tourism**

Tourism is another target for Maine's Economic Development Plan. Its rugged coastline, hunting and fishing tradition, lovely summer-time climate and wonderful winter-time outdoor recreation has long offered vacationers respite. Maine's tourism industry accounts for 15% of our Gross State Product, compared to 6% for the rest of New England.<sup>9</sup> Maine's efforts in this area will be to enhance our efforts to "brand" Maine as a tourist destination with beautiful natural resources. Branding will also benefit value-added, high quality Maine made products.

We are also investing in our workforce in this area – offering education in the hospitality industry through our Community College System. Other initiatives include the creation of the Center for Tourism Research and Outreach at the University of Maine. This is intended to strengthen tourism through research and education. In addition, an important partnership has been created between our Office of Tourism and Maine's eight tourism regions. This effort is intended to develop programs that will promote tourism within the state as well as coordinate promotional efforts.

### ***Emerging Industries: Biotech and Biomedical Research, Financial Services, and the Creative Economy.***

#### **Biotech and Biomedical Research.**

Maine now benefits from growing biomedical and biotech companies. Maine's economic development plan will support and encourage this growth. The industry is helped, in part, by the University of Maine's School of Engineering and assisted by the Maine Technology Institute and other economic development programs. Among the largest of the biomedical institutions, Jackson Labs provides specialized strains of mice for scientific research all over the world. It employs 1300 people in the down east Bar Harbor area. Looking at the 50 Maine biotech or biomedical companies listed at [www.bio-link.org](http://www.bio-link.org) is encouraging. These companies involve a variety of activities: production of immunochemicals for detecting disease agents, biotech

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<sup>9</sup> An Economic Development Strategy for Maine, Maine Department of Economic and Community Development.

products for veterinary, food and water applications, a shellfish pathogen lab, highly sensitive acoustic sensing devices, tumor-marking proteins and more.

Jobs in these fields are growing. Among industries expected to gain 135 jobs or more by 2014, Professional, Scientific and Tech Services ranks 7<sup>th</sup> in projected job growth in Maine, expecting to have gained 2,760 jobs between 2004 and 2014.<sup>10</sup>

The State is gearing up to provide an educated workforce for these fields. A new Graduate School of Biomedical Sciences at the University of Maine is expected to be in place in 2007. This will produce educated scientists and technicians for the fast growing field and will help provide new research leading to cutting-edge products for market. Further, Maine's recent modification to its Workforce Investment Plan targets training provided through the CareerCenters for this as well as other industries targeted in Maine economic development plan.

## **Financial Services**

Maine's economic development plan focuses on the Financial Services industry as well. We have an advanced telecommunications network, affordable space, and, of course, a wonderful quality of life.

Here, again, Maine's Pine Tree Zones have been helpful in encouraging the Maine Mutual Group to expand technology jobs in Presque Isle – a small city in the northern, rural part of the state. Three other major financial service companies have arrived or expanded its workforce in Maine: T.D. BankNorth, Citigroup and Prudential Financial.

Finance and Insurance industries are expected to have had a net growth in jobs of 5.3%, equaling 1,414, jobs between 2004 and 2014.<sup>11</sup> Continued investment in our telecommunications infrastructure, our business climate and our workforce promises to poise Maine to outpace this projection.

## **The Creative Economy – a Cross-Cutting Economic Development Strategy**

In the Bates Mill complex in Lewiston (where textile mills and mill workers were once the hub of life) 700 people gathered in 2005 for a conference on the Creative Economy. Momentum took hold and now the ideas generated continue to permeate the State's economic planning efforts.

*“Building a globally competitive creative economy requires high levels of proficiencies in creativity, design, communicating with others, and seeing the big picture. . .”*

The Creative Economy, 5.

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<sup>10</sup> Maine Employment Outlook, 2004 – 2014.

<sup>11</sup> Ibid.

The Creative Economy refers to two efforts. First, Maine needs to attract and educate more and more creative thinkers and workers who will start or retool businesses so that they will be ahead of the technological curve or produce unique products for which there are no rivals. Maine's focus on the Creative Economy recognizes that Maine cannot compete anymore with products that are easily mass produced cheaply outside of the State. Cutting-edge technologies, niche products, value-added products and services, specialty products from our natural resources, and the effort to heighten the value of the already prized "Maine-made" brand are all part of the Creative Economy effort.

Second, the Creative Economy refers to the recognition that arts and culture are strongly linked to a strong economy. The arts and cultural sector is a significant employer on its own. In 2003, 18,195 people were employed in the sector.<sup>12</sup> The sector also attracts businesses and their customers to the State and community. When businesses and their employees decide if they are going to stay in or come to Maine, they *do* care about where they and their families live. Maine is attractive – but it must continue to develop and retain its abundant arts, culture and natural resources that give balance to life.

The plan for the Creative Economy is effectively imbedded throughout the economic development plan above: creatively retooling our paper and textile mills, investing in advanced composite boat-building and wood products, and marketing "new economy" products such as those in the bio tech and biomedical fields and developing the arts and culture in our communities.

Most important, a creative economy requires jobs that attract educated, creative workers – who earn enough to want to remain in or come to Maine.

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## *Implementing Maine's Workforce Investment Plan*

In March 2005, the Division of Labor Market Information Services presented to the Workforce Cabinet the "state of the workforce" report entitled, "*Trends and Implications for the Maine Workforce*". The report highlighted the impact that technology, innovation, globalization, management restructuring and changing demographics have had on altering Maine's economic landscape within the last 50 years.

According to the report, Maine faces two very salient challenges.

- *Slow population growth and an aging workforce.* Maine baby boomers are reaching retirement age at the same time that our population growth has slowed and many young people are leaving the state for better jobs.

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<sup>12</sup> *Maine's Creative Economy* Table 1 (Maine's Creative Economy Council 2006)

- *Occupational Shifts and New Skill Requirements.* Our economy is shifting to jobs that require training beyond high school. The Maine State Planning Office has pointed out that the “[p]ercent of adults with at least a four-year college education is perhaps the most important variable in explaining the variation in per capita incomes among the states.”<sup>13</sup> In Maine, 25% of adults, age 25 – 64, have bachelor’s degrees, compared with 35% in the rest of New England.<sup>14</sup> To be competitive, this must change.

### ***The Maine Jobs Council and Maine’s WIA Strategic Plan Modification***

Last year, the Maine Jobs Council submitted to the Employment and Training Administration the Workforce Investment Act Strategic Plan Modification for the period 2005 – 2007. This plan mirrors the workforce investment needs of the state’s economic development plan. It emphasizes training for the industry sectors targeted by the Economic Development plan, jobs that pay a livable wage and access to education and training so that people can obtain those jobs.

At a September 2005 workshop, MJC Policy Committee received a briefing from Maine Development Foundation, which provided an environmental scan of the major current and emerging workforce and economic conditions that should drive policy decisions. The MJC then developed six clear areas, elaborated on in the WIA strategic plan modification, on which to focus Maine’s Workforce Investment System.

1. ***Connect workforce development to economic needs through outreach and education.*** The MJC encourages workforce development service providers to build strong relationships with local industry, to identify industry clusters in their area and to determine the level of education and training needed to meet their needs. The Council also encourages new paths to training and education, including cooperative agreements between industry and the public sector to bring more resources to bear on training needs.
2. ***Develop the skills among low-wage workers, including women and people with disabilities for jobs that lead to reducing income disparity and creating a high quality of life for all.*** To offer the opportunity for a livable wage, these workers – or potential workers – must have the education and skills that will provide them jobs with a living wage. A living wage for them will be more than for many people – or must be combined with supports to make work sustainable.

It costs more to live if you are a single parent or a person with a disability. The Maine Center for Economic Policy has calculated what a “basic needs budget” would be for various types of households in different regions of Maine. In 2004 a single parent with two children in Maine needed to earn \$18.15 per hour, on average, to meet her family’s basic needs. This compares with \$14.69 that a two-parent family with one earner needed or the \$9.23 that a

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<sup>13</sup> “30 and 1,000: How to build a Knowledge-based Economy in Maine and Raise Incomes to the National Average by 2010,” Maine State Planning Office, 2001: 16; Quoted in Trostel, Philip A., “Economic Prosperity in Maine: Held Back by Lack of Higher Education” 31 *Maine Policy Review* Winter 2002.

<sup>14</sup> “Greater Expectations, College as a Right and Responsibility for all Maine People” 8, College for ME, Compact for Higher Education, May 2004.

single individual needed.<sup>15</sup> Similarly, people with disabilities have additional expenses and needs, depending on their individual circumstances. Transportation with modified equipment, periodic in-home personal care assistance, higher out-of-pocket health care costs or expensive durable medical equipment may significantly increase their income requirements. In addition, they may need reasonable accommodation in the workplace – as is required by law. These factors make it particularly important to assure their access to education and training opportunities as well as supports that will enable them to sustain themselves.

In recognition of these needs, the Maine Jobs Council recommended:

- CareerCenters and other providers must invest in higher levels of training and education for low-wage incumbent and unemployed workers to be able to earn a livable wage.
- Maine must continue to promote of Maine’s LILA (Life Long Learning Accounts) to encourage savings among these workers – savings that can be put toward an education. Maine’s LILA program, still in its early marketing stages, has six employers signed up and prepared to match employee contributions to LILA accounts, making LILA accounts available to 308 employees.
- We must increase job retention efforts in the workforce investment system. And
- Maine’s ABLE ME team must be expanded. It is designed to assist workers with disabilities to obtain better access to the CareerCenters, training and jobs.

**3. Create incentives and expand life long learning opportunities by improving access to higher education.** Maine’s Community College and University systems have take critical steps to assist adults in pursuing Bachelor’s degrees by vastly expanding articulation

agreements such that credits obtained from two year degrees in the Community College system are accepted in the University system toward four-year degrees. This will improve opportunities both for those who have a two year degree, but want to upgrade, and for those who seek to begin post secondary school in a less expensive setting closer to home.

*“The most important measure of economic development in Maine is the educational attainment of its people and the opportunities that arise from citizen participation in the economy of tomorrow.”*

Workforce Investment Act Strategic Plan  
Modification 2005 – 2007, 17

The MJC promotes expanding these articulation agreements. In addition,

the MJC calls for greater use of Prior Learning Assessments (PLAs), where adults may receive credit for prior learning experience. This PLA strategy will be particularly important for those who have received less traditional forms of training, then go on to seek a degree.

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<sup>15</sup> “Getting Buy: Maine Livable Wages for 2004” 25, Maine Center for Economic Policy (October 2005). [www.mecep.org](http://www.mecep.org).



The Council will also work with industry leaders, workforce service providers and educational institutions to look for career “lattices” for low wage workers.

4. ***Build supports for workers to manage their careers.*** Supports are needed for low wage workers both as they struggle to advance beyond current low-wage jobs and as they participate in education and training. The MJC Agenda calls on all workforce system service providers, including the CareerCenters to assist workers in accessing the resources in other systems that are already available to help them. These can include health coverage, student financial aid, food assistance, the earned income tax credit, fuel assistance, adaptive equipment or technologies, or other forms of assistance. Packaging these resources can serve to make ends meet as an incumbent worker trains for higher wages and they can make access to a higher education financially possible.
5. ***Create effective governance and accountability structures amongst workforce and economic development, education and human service providers.*** Performance and accountability are fundamental to the effectiveness of multiple agencies working together. These multiple parts to the workforce investment system must be integrated, must have some statewide consistency and must be moving in the same direction. The implementation of the new common measures policies will help Maine’s workforce system to achieve it’s goal of having an integrated performance management system with cross-program participation and shared accountability.

Much progress has been made. A memorandum of understanding (MOU) has been established between the Maine Department of Labor, Bureau of Employment Services, the Maine Jobs Council and the LWIBs. The MOU promotes alignment among Maine Department of Labor, the Jobs Council, the LWIBs, the CareerCenters and other workforce service providers.

In addition, at the behest of the Governor’s Workforce cabinet, the MJC engaged in effort to map public sector resources that invest in our workforce. A significant project with multiple agencies serving on an advisory taskforce, the map covers everything from the University system to the Maine Manufacturing Extension partnership. It includes basic information, who it serves and the annual budget of each item. It will be an important tool for the workforce cabinet as it considers policy options for our system.

### ***Activity in the MJC Subcommittees.***

The MJC’s subcommittees have been working to meet our workforce investment goals.

**Apprenticeship Committee** - The Maine Apprenticeship Program creates customized, structured, yet flexible, employee training programs (Apprenticeships and Pre-Apprenticeships) to address employers current and future skills needs. It provides on-going support, including targeted classroom training, throughout the term of the Apprenticeship. This program is active. For example, recently new apprenticeships have been registered for the marine trades and related

classes are being delivered in the down east city of Ellsworth. In northern, rural Dover Foxcroft, a two year apprenticeship program for mental health technicians has been developed.

Some data from this past year includes:

- **61** new programs were registered
- **107** new Apprentices and **61** new Pre-Apprentices were registered,
- **27** Apprentices and **28** Pre-Apprentices were issued Certificates of Completion
- **511** Apprentices and **53** Pre-Apprentices are currently enrolled in programs

**Commission on Disability & Employment** – The Commission on Disability & Employment continues to advocate for Mainers with disabilities regarding employment opportunities. The commission has been tracking the progress of Governor Baldacci’s Executive Order calling for Maine State Government to be a model employer of people with disabilities. The Commission also helped develop the document *Working Together: Maine’s Strategic Plan to Maximize Employment for People with Disabilities*. The following are six actions identified in the plan as top priorities for 2006 and beyond:

- 1) Create an employer outreach and education plan.
- 2) Ensure that Maine State government is a model employer of people with disabilities.
- 3) Better support young people with disabilities who are transitioning from school to work.
- 4) Improve and expand vocational rehabilitation services
- 5) Expand benefits counseling to people with disabilities who work or want to work.
- 6) Enhance data collection about workers with disabilities and ensure that data can be shared by relevant agencies providing services.

*“Maine people with disabilities offer a valuable asset for promoting Maine’s future workforce and economic growth”*

From the Executive Order of Governor John E. Baldacci, February 24, 2006

**Industry Association Committee** – The IAC has worked on a strategic plan designed to help the committee be more involved in Maine’s economic development strategy. Industry Associations on this committee represent over 1,000 employers and 100,000 Maine workers. The plan will foster greater collaboration between public agencies and the committee in order to increase flexibility in workforce development and training programs to better meet the needs of Maine’s industry sectors.

**Older Worker Committee** - The Older Worker Committee continues to promote the value of older workers in Maine’s economy. This year the OW committee developed and delivered Maine’s Silver Collar Award honoring employers who understand the value that older workers bring to their businesses. These businesses have practices that match the needs of mature employees, and capture the skills, experience and strong ethic of seasoned workers. Eight employers were selected to receive this award: ASK Home Care, Assistance Plus, Home Care for

Maine, The Home Depot, TD BankNorth, Seniors Plus/Elder Independence of Maine, Smythe's IGA, Stonewall Kitchen, Microdyne Outsourcing Inc., and United Ambulance Service.

**Women's Employment Issues Committee** – The Women's Employment Issues committee worked on important workforce related issues. Promoting Lifelong Learning Accounts, working

*"Full-time, year-round Maine women earn \$0.77 for every \$1 corresponding Maine men earn."*

Working Women in Maine; Initial Indicators for Progress Report 2006, 7

with the Legislative Commission Regarding Livable Wages, and developing strategies to protect women from domestic violence in the workplace and cope with its ramifications. The committee's major project was the first in a series of annual reports that will track progress in attaining economic security for women in Maine. Titled *Working Women in Maine; Initial Indicators for Progress Report 2006* this report shines spotlights, including the extent of a gender gap, on eight key economic areas: earnings, new hire earnings,

earnings and participation by occupation, education, poverty rate and health insurance. Through 2010, the WEI committee will evaluate the trends in these spotlighted areas.

**Youth Transitions Committee** – The Youth Transitions committee worked on a resource book that will be distributed to all middle schools, high schools and CareerCenters across the state. The YT committee also plans to connect with the Industry Association committee and the Apprenticeship committee to help promote career exploration and work experience opportunities for Maine youth.

### ***Maine Local Workforce Investment Board Highlights***

#### **Coastal Counties, Inc.**

In collaboration with the State of Maine, Coastal Counties Workforce Inc. received U.S. DOL

*There are currently 700 civilian workers on the Base, 43% of whom requested immediate assistance with planning for reemployment.*

Report from Coastal Counties Workforce Inc regarding the planned closure of Brunswick Naval Air Station.

Base Realignment and Closure (BRAC) Planning Grant funds to develop a transition plan for workers who will be affected by the closure of Brunswick Naval Air Station. To develop an effective transition plan for BRAC-affected workers and businesses, CCWI has spent the past year coordinating two major initiatives: Establishing a Transition Center on base for the affected

workers and conducting a Community Audit for the greater-Brunswick region. Through these two initiatives, CCWI has identified areas for continued, focused efforts in order to better prepare the businesses and workforce in the region and the eventual closure of BNAS.

The Community Audit has set the stage for strategic action planning in the areas of economic and community development, industry support and workforce intervention. With the audit completed, the next area that the CCWI will be focused is in supporting the re-employment efforts for affected workers. There are currently 700 civilian workers on the Base, 43% of whom requested immediate assistance with planning for reemployment.

### **Central / Western Workforce Investment Board**

The Central / Western Workforce Investment Board primarily has focused on four key economic/workforce development strategies:

- Business as a primary customer in developing economic growth and building the best career ladders possible for workers;
- A sector-specific approach to job development as a primary prerequisite for local economic growth;
- Development of private/public partnerships to generate and support varied training options; and
- Focused attention on key populations, especially young people and older workers.

In support of these key economic development strategies the Central / Western Workforce Investment Board has been pursuing several important initiatives:

**Work Ready Certification.** Work Ready is an employer-endorsed, work-ready initiative across sectors developed and delivered in partnership with Adult Education. WorkReady's focus is on developing a short, concentrated program to help employers get the workers they need and getting workers good jobs.

**Retention Works!** Retention Works! is an easy to use product to employers reduce employee turnover and improve workers' skills and performance. Focus is on ways to keep employees and reduce turnover costs.

**Sector-Specific Emphasis in Workforce Development.** Since 2000, the Central/Western Board's focus has been on serving those business sectors with the greatest potential for worker placement and promotion. Dominate sector placements have been occurring in the Health Care/Social Services, Retail and Services and Public Administration sectors. The Board is currently reviewing opportunities in other emerging sectors including, construction and administrative support. The Board is also committed to being a full participant in the North Star Alliance and the potential for growth in composites manufacturing, boat building and marine related industries.

**G.I.G. – Getting it in Gear.** With an emphasis on youth, G.I.G. has been working to involve employers more directly in collaborative, area-wide mentoring, work experiences and skills training for young people. Developed in partnership with the Chambers of Commerce and a variety of youth service providers, G.I.G. is planning community forums designed to inform youth and engage business about work opportunities through education.

## **Aroostook / Washington Workforce Investment Board**

The Healthcare Sector Coalition project has provided a total of \$145,219.00 to date to help healthcare provider organizations increase their capacity to train workers with the skills needed to fill vacant positions within their organizations. As this is a dollar for dollar match with the participating organizations, the total that has been contributed to a skilled workforce is now \$290,438.00.

A total of 59 individuals have been training to fill positions such as registered nurses, physicians' assistants, occupational therapists, physical therapists, nurse anesthetologists, respiratory technicians, radiology technicians and others. All participants are still in training and are planning to complete their programs. The training has been provided by nine participating educational organizations including the University of Maine at Fort Kent, Northern, Central and Eastern Maine Community Colleges, the Adult Education programs in the area and other educational and training organizations. This project's success has hinged on the close connection between employers' human resource administrators, training providers and the LWIB in the planning process. In particular, the dedication of the human resource managers in each of the healthcare provider organizations was critical.

SUPRTEK is a new business in Machias that deals with a number of financial services for the U.S. Navy. All outreach, screening and hiring was done by the CareerCenter staff. SUPRTEK chose to house their efforts in the CareerCenter facility itself, which allowed them to not only train their new employees to meet their specific needs but allowed them to open for business before they even had a building. Similar services have also been provided to LOWE'S through the Presque Isle CareerCenter.

***“Over \$108,000 was attained from the GTI program to up-grade the working skills of over 850 incumbent workers. The training ranged from Customized Computer skills, the Machinist Trade to Specialized Medical Counseling. . .”***

Aroostook & Washington County Business Assistance Program 2005-2006 3<sup>rd</sup> Quarter Report Region 1.

The Aroostook / Washington Counties Workforce Board, with the support of a B.R.A.C. planning grant and in collaboration with the Maine Department of Labor's Labor Market Information Office, the National Center on Education and the Economy and the Corporation for a Skilled Workforce, sponsored a training session that provided participants with skills needed to access, analyze and interpret information and data in the Labor Market Information web-site and data banks. This training was made available to all area municipal governments, economic development agencies and CareerCenter staff. In the assessment portion of the training session, participants indicated a high level of praise for the session and expressed strong support for more training. These funds were also used to create a CareerCenter services marketing tool to be used by economic development agencies as a part of a package to entice new businesses to the area.

## **Tri-County Workforce Board**

The Tri-County WIB is aligned with the overall eastern Maine economic development strategy. For example, the Board recently partnered with the Community Development Division at Eastern Maine Development Corporation, the Maine Marine Trade Association and the Town of Trenton to submit a CDBG grant application to give low-income workers and at-risk youth an immersion in existing job opportunities in the Marine Trades in this region.

The CareerCenters in this region have also seen more than their share of lay-offs. One creative and important way in which the Rapid Response and peer support staff have collaborated to assist workers has been through the use of Community Transition teams. These are teams of people from various community organizations that can offer assistance to laid-off workers. In Bangor, the Community Transition Team has included the CareerCenter and Rapid Response staff, the Maine Centers for Women Work and Community, the local Community Action Agency, Penobscot Community Health Center and others. They coordinate services so that all workers have access to them and so that there is a clear plan for informing workers of help that is available. In this way, the work of the agencies is not duplicated and workers are less likely to need to make multiple trips to multiple agencies.

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## *Maine CareerCenters Performance Report*

There are numerous federal, state, and local programs which operate in CareerCenters and contribute to serving the needs of job seekers and employers. The contribution of WIA funds to the actual training of numbers of individuals is relatively small. However, the use of WIA funds to leverage other resources is a large contribution to the workforce investment effort. WIA funds are spent on the infrastructure of the CareerCenter system to integrate many other resources designed to find employment for those who seek it.

The following summary of other federal and state programs and outcomes for PY 2005 illustrates the extent to which WIA funds help to leverage resources and contribute to workforce development:

### ***Trade Adjustment Assistance***

Compared to the previous year, the number of individuals trained and the number of companies who benefited was up considerably, due to Trade Adjustment Act funds that were used to fund training expenses for **1,299** workers and exited **1,196** workers. Overall, the Trade Adjustment Act program provided reemployment services to **3,132** individuals.

TAA program outcomes for PY 2005:

- Entered Employment Rate: **73%**
- Retention Rate: **95%**
- Earnings Change: **-\$2,222%**

The following summary of other federal and state programs and outcomes for PY 2005 illustrates the extent to which WIA funds help to leverage resources and contribute to workforce development:

### ***National Emergency Grants***

In PY 2005, MDOL and Maine’s four LWIBs responded to significant downsizing and closure events in PY 2005 by applying for and administering National Emergency Grants (NEGs). MDOL applied for and received one new NEG award during the period July 1, 2005 through June 30, 2006. In addition, Maine received a Base Realignment and Closure (BRAC) Planning NEG at the end of PY04, on June 30, 2005.

New NEG awarded in PY05:	
Fish VI .....	<b>\$ 423,231</b>
New NEG awarded in PY04 for implementation in PY05:	
BRAC Planning.....	<b>\$1,273,628</b>
Total New NEG awards for PY05: .....	
	<b>\$1,696,859</b>

In addition, MDOL and the LWIBs continued activities to assist workers who were affected by downsizing and closures through NEG funded projects awarded in prior years:

Bath Iron Works	Great Northern Paper*
Biddeford Blankets*	ICT Group, Inc. Oxford*
C&S Wholesale*	Jordan-Sanmina
Fish V*	Tartan Textiles*
G.H. Bass*	Tyson Foods*

\*Project was active during, but ended in, PY05

Through PY 2005, a total of **2,877** workers received work search assistance and training in these NEG projects, with an **84%** entered employment rate.

***Governor’s Training Initiative Activity:***

Number of companies assisted: ..... **54 (unduplicated)**  
 Number of new hires trained: ..... **1,488**  
 Number of incumbent workers trained: ..... **3,287**  
 Number of Maine workers impacted by GTI: ..... **4,775**  
 GTI investment in Maine workers: ..... **\$2,732,477**  
 Total private sector match: ..... **\$10,116,638**  
 Total investment in Maine workforce: ..... **\$12,849,115**

**Additional Workforce Investment Cost Data**

Maine allocates approximately 85% of the WIA Title I funds it receives to four Local Workforce Investment Areas. The WIA Title I funds allocated to Adults, Dislocated Workers and Youth had a direct impact of the range of strong performance outcomes for each of these groups.

The CareerCenters have been working as effective teams consisting of Workforce Investment Act, Wagner-Peyser and to some extent Bureau of Rehabilitation service providers to offer registered customers the highest level of support necessary to gain access to employment. The outcomes for Workforce Investment Act registered customer suggest that we are experiencing some early success with this approach.

UNIT COST DATA	C-E RATIO	TOTAL OBLIGATIONS	TOTAL INDIVIDUALS SERVED
<b>Overall, All Program Strategies</b>	\$1,574	\$6,115,396	3,885
<b>Adult Program</b>	\$1,898	\$2,121,721	1,118
<b>Dislocated Worker Programs</b>	\$1,068	\$1,631,461	1,527
<b>Youth Programs</b>	\$1,905	\$2,362,124	1,240

***Workforce Investment Act and Wagner-Peyser Performance Highlights***

- The CareerCenters serve an average of **41,000** people a year who are looking for work.
- Employers list approximately **18,000** job openings each year.
- We refer an average of **23,000** people to the job openings posted with the CareerCenter and approximately **70%** of those are placed.
- Workforce Investment Act training programs target primarily low-skilled, low-wage workers. Services are designed to provide:



- intensive counseling and career development
  - basic skills (math, computer, etc.)
  - literacy (reading and writing)
  - occupational skills training (welders, accountants, radiologists, etc).
- With limited training dollars in 2005 we were able to serve about **1,100** adults, **1,500** unemployed workers and **1,200** youth.
    - Approximately **88%** found jobs
    - Unemployed workers were able to replace about **88%** of their previous wages
    - **82%** of the adults served were still working more than 6 months after placement
    - Approximately **82%** of the youth served were still working 6 months after placement.
- Training services focus on providing a skill based credential such as a diploma or equivalency, certificate or degree.
    - **63%** of the adults served received a credential
    - **64%** of the youth served received a credential
- We measure skill attainment for youth when they successfully complete a goal such as improving basic skills (reading and math), work readiness skills (resume', interviewing, time management, budgeting, etc, and/or occupational skills (medical assistant, welder, accountant).
    - In 2005, **97%** of the youth served successfully completed some type of skill goal.

## Report Card for Program Years 2002 – 2005

<b>CareerCenter Labor Exchange Activity</b>				
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Individuals Looking for Jobs	39,474	46,619	42,252	37,323
Jobs Listed by Employers	14,327	18,127	18,224	18,287
Individuals Referred to Jobs	19,891	24,859	22,606	23,802
Job Seekers Placed	70%	71%	69%	64%
<b>WIA Participants Receiving Counseling and Training Services</b>				
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Adults	2,014	1,601	1,317	1,118
Dislocated Workers	4,445	2,484	1,947	1,527
Older Youth	437	375	374	385
Younger Youth	1,555	1,016	916	855
<b>Customer Satisfaction</b>				
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Job Seekers	76%	77%	78%	77%
Employers	70%	73%	72%	75%
<b>Entered Employment Rates (Placement Rates)</b>				
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Adults	87%	88%	87%	84%
Dislocated Workers	92%	90%	90%	90%
Older Youth	77%	81%	85%	90%
<b>Retention Rates (Employment After 6 Months)</b>				
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Adults	86%	87%	90%	82%
Dislocated Workers	92%	92%	92%	99%
Older Youth	73%	76%	79%	82%
Younger Youth	64%	69%	66%	67%
<b>Earnings Change / Replacement Rate After 6 Months</b>				
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005*</b>
Adults	\$1,413	\$1,889	\$3,039	\$3,833
Dislocated Workers	90%	88%	88%	-\$1,347
Older Youth	\$2,482	\$2,479	\$3,224	\$3,853
<b>Credential / Diploma Rate</b>				
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Adults	58%	60%	61%	63%
Dislocated Workers	65%	66%	63%	65%
Older Youth	56%	56%	59%	63%
Younger Youth	51%	62%	59%	64%
<b>Skill Attainment Rate</b>				
	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>
Younger Youth	97%	98%	94%	97%

\*The DW Earnings Measure changed from a rate to a dollar increase in PY 05.

Table A – Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Completed Surveys	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	79%	77%	256	1,735	340	75%
Employers	74%	75%	515	3,103	718	72%

Table B – Adult Program Results

	Negotiated Performance Level	Actual Performance Level		
Entered Employment Rate	87%	84%	Numerator	362
			Denominator	430
Employment Retention Rate	84%	82%	Numerator	422
			Denominator	514
Six Months Earnings Increase	\$2,400	\$3,448	Numerator	\$1,741,400
			Denominator	505
Employment and Credential Rate	63%	63%	Numerator	156
			Denominator	249

Table C – Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	84%	37	73%	24	80%	40	75%	18
		44		33		50		24
Employment Retention Rate	92%	44	85%	35	80%	35	77%	17
		48		41		44		22
Six Months Earnings Increase	\$3,384	\$159,064	\$5,122	\$204,876	\$3,033	\$124,372	\$2,910	\$64,028
		47		40		41		22
Employment And Credential Rate	70%	32	71%	10	47%	15	25%	4
		46		14		32		16

Table D – Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	82%	163	86%	199
		198		232
Employment Retention Rate	82%	219	82%	203
		267		247
Six Months Earnings Increase	\$3,169	\$830,198	\$3,750	\$911,202
		262		243

Table E – Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level		
Entered Employment Rate	89%	90%	Numerator	753
			Denominator	840
Employment Retention Rate	91%	99%	Numerator	848
			Denominator	858
Six Months Earnings Increase	-\$1,300	-\$1,347	Numerator	-\$1,141,996
			Denominator	848
Employment And Credential Rate	65%	65%	Numerator	344
			Denominator	531

Table F – Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	91%	63	85%	52	84%	92	86%	6
		69		61		109		7
Employment Retention Rate	86%	77	81%	51	80%	88	100%	4
		90		63		110		4
Six Months Earnings Increase	-\$2,053.63	(\$180,719)	-\$2,026.57	(\$123,621)	-\$3,574.06	(\$385,998)	\$4,972.25	\$19,889
		88		61		108		4
Employment And Credential Rate	71%	29	61%	23	69%	42	100%	2
		41		38		61		2

Table G – Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	90%	479	89%	274
		531		309
Employment Retention Rate	88%	458	90%	307
		518		340
Six Months Earnings Increase	-\$1,429.35	(\$731,826)	-\$1,220.74	(\$410,170)
		512		\$336

Table H.1 – Youth (14-21) Program Results

	Negotiated Performance Level	Actual Performance Level		
Placement in Employment or Education	81%	69%	Numerator	276
			Denominator	398
Attainment of Degree or Certificate	55%	89%	Numerator	17
			Denominator	19
Literacy and Numeracy Gains	N/A	N/A	Numerator	N/A
			Denominator	N/A

Table H.2 – Youth (19-21) Results

	Negotiated Performance Level	Actual Performance Level		
Entered Employment Rate	81%	90%	Numerator	78
			Denominator	87
Employment Retention Rate	78%	82%	Numerator	91
			Denominator	111
Six Months Earnings Increase	\$3,030	\$3,853	Numerator	\$396,905
			Denominator	103
Credential Rate	55%	63%	Numerator	69
			Denominator	110

Table I – Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	81%	13 16	N/A	0 0	90%	18 20	89%
Employment Retention Rate	140%	14 10	100%	1 1	79%	15 19	84%	87 104
Six Months Earnings Increase	\$7,288	\$65,589 9	-\$84	(\$84) 1	\$3,085	\$46,275 15	\$3,828	\$375,114 98
Credential Rate	57%	12 21	N/A	0 0	74%	17 23	62%	64 104

Table J – Younger Youth Results

	Negotiated Performance Level	Actual Performance Level	
		Skill Attainment Rate	97%
Youth Diploma or Equivalent Rate	62%	64%	159 249
Retention Rate	65%	67%	197 295

Table K – Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Skill Attainment Rate	88%	42 48	99%	197 198	91%
Youth Diploma or Equivalent Rate	46%	22 48	69%	75 109	34%	13 38
Retention Rate	64%	28 44	58%	70 120	74%	59 80

Table L– Other Reported Information

	12 Mo. Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Workers) or Replacement Rate (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	81%	477	\$3,048	\$1,789,403	2%	9	\$4,549	\$1,646,893	67%	138
		587		587		362		362		207
Dislocated Workers	87%	802	115%	\$11,087,724	3%	23	\$5,338	\$4,019,844	66%	314
		922		\$9,660,442		753		753		479
Older Youth	68%	68	\$2,396	\$239,578	0%	0	\$3,317	\$258,727		
		100		100		78		78		

Table M – Participation Levels

	Total Participants Served	Total Exiters
Total Adult Customers	4,263	2,273
Total Adult (self-service only)	N/A	N/A
WIA Adults	1,118	511
WIA Dislocated Workers	1,527	774
Total Youth (14-21)	1,240	447
Younger Youth (14-18)	855	377
Older Youth (19-21)	385	121
Out-of-School Youth	611	199
In-School Youth	629	248

Table N– Cost of Program Activities

Program Activities			Total Federal Spending
Local Adults			\$2,121,721
Local Dislocated Workers			\$1,631,461
Local Youth			\$2,362,124
Rapid Response (up to 25%) §134 (a) (2) (b)			\$557,546
Statewide Required Activities (up to 15%) §134 (a) (2) (b)			\$310,138
Statewide Allowable Activities §134 (a) (3)	Program Activity Description	10% of Adult, Youth, and DW funds for State Activities	\$222,105
Total of All Federal Spending Listed Above			\$7,205,095



Table O

## Statewide

	Total Participants Served	Adults	1,118	
		Dislocated Workers	1,527	
		Older Youth (19-21)	385	
		Younger Youth (14-18)	855	
	Total Exiters	Adults	511	
		Dislocated Workers	774	
		Older Youth (19-21)	121	
		Younger Youth (14-18)	377	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	79%	77%	
	Employers	74%	75%	
Entered Employment Rate	Adults	87%	84%	
	Dislocated Workers	89%	90%	
	Older Youth	81%	90%	
Retention Rate	Adults	84%	82%	
	Dislocated Workers	91%	99%	
	Older Youth	78%	82%	
	Younger Youth	65%	67%	
Six Months Earnings Increase	Adults	\$2,400	\$3,448	
	Dislocated Workers	-\$1,300	-\$1,347	
	Older Youth	\$3,030	\$3,853	
Credential/Diploma Rate	Adults	63%	63%	
	Dislocated Workers	65%	65%	
	Older Youth	55%	63%	
	Younger Youth	62%	64%	
Skill Attainment Rate	Younger Youth	97%	97%	
Placement in Employment or Education	Youth (14-21)	81%	69%	
Attainment of Degree or Certificate	Youth (14-21)	55%	89%	
Literacy/Numeracy Gains	Youth (14-21)	N/A	N/A	
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	7	10

Table O

## Aroostook/Washington LA

	Total Participants Served	Adults	255
		Dislocated Workers	183
		Older Youth (19-21)	109
		Younger Youth (14-18)	212
	Total Exiters	Adults	92
		Dislocated Workers	55
		Older Youth (19-21)	24
		Younger Youth (14-18)	62
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	79%	75%
	Employers	74%	80%
Entered Employment Rate	Adults	87%	83%
	Dislocated Workers	89%	94%
	Older Youth	81%	92%
Retention Rate	Adults	84%	76%
	Dislocated Workers	91%	87%
	Older Youth	78%	82%
	Younger Youth	65%	66%
Six Months Earnings Increase	Adults	\$2,400	\$2,354
	Dislocated Workers	-\$1,300	-\$243
	Older Youth	\$3,030	\$4,225
Credential/Diploma Rate	Adults	63%	75%
	Dislocated Workers	65%	81%
	Older Youth	55%	70%
	Younger Youth	62%	68%
Skill Attainment Rate	Younger Youth	97%	95%
Placement in Employment or Education	Youth (14-21)	81%	72%
Attainment of Degree or Certificate	Youth (14-21)	55%	92%
Literacy/Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			N/A
Overall Status of Local Performance	Not Met		Met
	0		6
			Exceeded
			11

Table O

## Tri-County LA

	Total Participants Served	Adults	208
		Dislocated Workers	236
		Older Youth (19-21)	90
		Younger Youth (14-18)	159
	Total Exiters	Adults	122
		Dislocated Workers	102
		Older Youth (19-21)	41
		Younger Youth (14-18)	71
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	79%	81%
	Employers	74%	78%
Entered Employment Rate	Adults	87%	90%
	Dislocated Workers	89%	97%
	Older Youth	81%	92%
Retention Rate	Adults	84%	87%
	Dislocated Workers	91%	93%
	Older Youth	78%	86%
	Younger Youth	65%	90%
Six Months Earnings Increase	Adults	\$2,400	\$3,062
	Dislocated Workers	-\$1,300	-\$3,772
	Older Youth	\$3,030	\$3,744
Credential/Diploma Rate	Adults	63%	67%
	Dislocated Workers	65%	80%
	Older Youth	55%	62%
	Younger Youth	62%	92%
Skill Attainment Rate	Younger Youth	97%	99%
Placement in Employment or Education	Youth (14-21)	81%	80%
Attainment of Degree or Certificate	Youth (14-21)	55%	100%
Literacy/Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			N/A
Overall Status of Local Performance	Not Met	Met	Exceeded
	1	0	16

Table O

## Central/Western LA

	Total Participants Served	Adults	358	
		Dislocated Workers	564	
		Older Youth (19-21)	92	
		Younger Youth (14-18)	328	
	Total Exiters	Adults	173	
		Dislocated Workers	332	
		Older Youth (19-21)	38	
		Younger Youth (14-18)	143	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	79%	76%	
	Employers	74%	75%	
Entered Employment Rate	Adults	87%	84%	
	Dislocated Workers	89%	88%	
	Older Youth	81%	88%	
Retention Rate	Adults	84%	87%	
	Dislocated Workers	91%	90%	
	Older Youth	78%	78%	
	Younger Youth	65%	59%	
Six Months Earnings Increase	Adults	\$2,400	\$4,051	
	Dislocated Workers	-\$1,300	\$-592	
	Older Youth	\$3,030	\$2,769	
Credential/Diploma Rate	Adults	63%	55%	
	Dislocated Workers	65%	56%	
	Older Youth	55%	58%	
	Younger Youth	62%	56%	
Skill Attainment Rate	Younger Youth	97%	97%	
Placement in Employment or Education	Youth (14-21)	81%	61%	
Attainment of Degree or Certificate	Youth (14-21)	55%	100%	
Literacy/Numeracy Gains	Youth (14-21)	N/A	N/A	
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			N/A	
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	10	17

Table O

## Coastal Counties LA

	Total Participants Served	Adults	297
		Dislocated Workers	545
	Total Exiters	Older Youth (19-21)	94
		Younger Youth (14-18)	156
		Adults	124
		Dislocated Workers	285
		Older Youth (19-21)	18
		Younger Youth (14-18)	61
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	79%	78%
	Employers	74%	74%
Entered Employment Rate	Adults	87%	81%
	Dislocated Workers	89%	89%
	Older Youth	81%	87%
Retention Rate	Adults	84%	75%
	Dislocated Workers	91%	85%
	Older Youth	78%	83%
	Younger Youth	65%	59%
Six Months Earnings Increase	Adults	\$2,400	\$3,531
	Dislocated Workers	-\$1,300	-\$1,410
	Older Youth	\$3,030	\$4,755
Credential/Diploma Rate	Adults	63%	62%
	Dislocated Workers	65%	67%
	Older Youth	55%	60%
	Younger Youth	62%	71%
Skill Attainment Rate	Younger Youth	97%	100%
Placement in Employment or Education	Youth (14-21)	81%	75%
Attainment of Degree or Certificate	Youth (14-21)	55%	75%
Literacy/Numeracy Gains	Youth (14-21)	N/A	N/A
Description of Other State Indicators of Performance (WIA §136 (d)(1)) (Insert additional rows if there are more than two "Other State Indicators of Performance")			N/A
Overall Status of Local Performance	Not Met		Exceeded
	0		8
		Met	
		9	

**PY 2005 WIA Performance**    Run Date: 10/02/06 - WIA 9091

**Aroostook-Washington**

	LA			Tri-County LA			Central-Western LA			Coastal LA			Statewide		
<b>Adult</b>	Standard	Actual	□	Standard	Actual	□	Standard	Actual	□	Standard	Actual	□	Standard	Actual	□
A. Adult Entered Employment Rate	87%	83%	-5%	87%	90%	3%	87%	84%	-4%	87%	81%	-7%	87%	84%	-4%
B. Adult Employment Retention Rate	84%	76%	-10%	84%	87%	4%	84%	87%	4%	84%	75%	-11%	84%	82%	-2%
C. Adult Earnings Gain Rate	\$2,400	\$2354	-2%	\$2,400	\$3,062	28%	\$2,400	\$4,051	69%	\$2,400	\$3,531	47%	\$2,400	\$3,448	44%
D. Adult Employment and Credential Rate	63%	75%	19%	63%	67%	6%	63%	55%	-13%	63%	62%	-2%	63%	63%	0%
<b>Youth</b>															
A. Older Youth Entered Employment Rate	81%	92%	14%	81%	92%	14%	81%	88%	9%	81%	87%	7%	81%	90%	11%
B. Older Youth Retention Rate	78%	82%	5%	78%	86%	10%	78%	78%	0%	78%	83%	6%	78%	82%	5%
C. Older Youth Earnings Gain Rate	\$3,030	\$4,225	39%	\$3,030	\$3,744	24%	\$3,030	\$2,769	-9%	\$3,030	\$4,755	57%	\$3,030	\$3,853	27%
D. Older Youth Credential Rate	55%	70%	27%	55%	62%	13%	55%	58%	5%	55%	60%	9%	55%	63%	16%
E. Younger Youth Skill Attainment Rate	97%	95%	-2%	97%	99%	2%	97%	97%	0%	97%	100%	3%	97%	97%	0%
F. Younger Youth Diploma or Equivalent Attainment Rate	62%	68%	10%	62%	92%	48%	62%	56%	10%	62%	71%	15%	62%	64%	3%
G. Younger Youth Retention Rate	65%	66%	2%	65%	90%	38%	65%	59%	-9%	65%	59%	-9%	65%	67%	3%
<b>Dislocated Worker</b>															
A. Dislocated Worker Entered Employment Rate	89%	94%	6%	89%	97%	9%	89%	88%	1%	89%	89%	0%	89%	90%	1%
B. Dislocated Worker Retention Rate	91%	87%	-4%	91%	93%	2%	91%	90%	1%	91%	85%	-7%	91%	99%	9%
C. Dislocated Worker Earnings Change	-\$1300	-\$243	82%	-\$1300	-\$3,772	-190%	-\$1300	-\$592	55%	-\$1300	-\$1,410	-8%	-\$1300	-\$1,347	-4%
D. Dislocated Worker Employment and Credential Rate	65%	81%	25%	65%	80%	23%	65%	56%	14%	65%	67%	3%	65%	65%	0%
<b>Customer Satisfaction</b>															
A. Participants	79%	75%	-5%	79%	81%	3%	79%	76%	-4%	79%	78%	-1%	79%	77%	-3%
B. Employers	74%	80%	8%	74%	78%	385%	74%	75%	1%	74%	74%	0%	74%	75%	1%

## **The Maine Jobs Council Membership**

Melanie Arsenault	Executive Director – Tri County LWIB
Anne Beebe Center	Chief Local Elected Official , Coastal Counties LWIB
Don Berry	Organized Labor
Patricia Boucher	Executive Director – Aroostook Washington Counties LWIB
Steven Boulet	WahlcoMetroflex
Mike Bourret	Executive Director – Coastal Counties LWIB
Jack Cashman	Commissioner – Department of Economic and Community Development
Ester Clenott	County Commissioner – Cumberland County
Kathleen Coogan	Training and Development Corporation
Tom Davis	Chief Local Elected Official – Tri County LWIB
Phil Dionne	PAD Construction ( <b>Maine Jobs Council, Co-Chair</b> )
Greg Dugal	Maine Innkeepers Association
Laura Fortman	Commissioner, Maine Department of Labor
Norman Fournier	Chief Local Elected Official, Aroostook Washington LWIB
Robert Gardner	Great Pond Marina
Susan Gendron	Commissioner, Maine Department of Education
Kate Grambow	Kennebec Valley Community College
Joanne Harris	The Jackson Laboratory
Chris Hastedt	Maine Equal Justice Project
Bryant Hoffman	Executive Director, Central Western Maine LWIB
Matthew Hoffner	Jobs in the US.com
George Hunter	Mid Coast Health Services
Kathleen Kearney	Coastal Enterprises Inc.
Craig Larrabee	Inspire Me
John Leavitt	Carpenters Local 1996

Barry Martin	Skowhegan Savings Bank
Lisa Martin	Maine Metal Products Association
Ned McCann	Maine AFL – CIO ( <b>Maine Jobs Council, Co-Chair</b> )
Gary McGrane	County Commissioner, Franklin County
Al Menard	Caribou Adult Education
Daniel Muth	National Able Network
Denise Nemeth Greenleaf	International Federation of Professional and Technical Engineers
Susan Percy	Creative Work Systems
Jeanne Shorey Paquette,	Employment Times
Linda Smith	Projects Unlimited
Sarah Standiford	Maine Women’s Lobby / Maine Women’s Policy Center
Susan Swanton	Maine Marine Trade Association
Thomas Targett	Ironworkers Local 496
Peter Thompson	Kennebec Valley Chamber of Commerce
Tuesdi Woodworth	Morris Yachts

**Committee Staff**

Peaches Bass -- Women’s Employment Issues  
 Stephen Duval – Policy  
 Gene Ellis – Apprenticeship  
 Craig Larrabee – Youth Transitions  
 Karen Frasier – Commission on Disability and Employment  
 Mary Frances Gamage – Older Workers  
 Glenn Mills – Industry Association

Garret Oswald – Director, Maine Jobs Council

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

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