

# Maine Apprenticeship Program

Transition Tuesday

12/6/2022

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**MAINE**  
DEPARTMENT OF  
**LABOR**

# State Apprenticeship Expansion, Equity, and Innovation Grant (SAEEI)

- Grant funding to increase apprenticeship.
- Full-Time staff dedicated to registered apprenticeship
- Goal of 7% apprentices w/ disabilities
- Increasing apprenticeships in high-wage in demand occupations.
- Expand opportunities to
  - Healthcare
  - Hospitality
  - Construction Trades / Clean Energy / broadband
  - Education / Childcare



## Maine Jobs and Recovery Plan Apprenticeship and Pre-Apprenticeship Grant Recipients

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- MAP received \$12 million grant from DOL
- 14 grant recipients
- Expand Apprenticeship
- Increase by 3000 over the next 3 years
- Focus on outreach to individuals with disabilities



# Components of Registered Apprenticeship

1. **Business Involvement**
  - New or existing PAID employees
2. **On the Job Learning (OJL)**
  - Min 2000 hours (1 year)
  - Max 12,000 hours (6 years)
3. **Related Technical Instruction**
  - Minimum 144 hours / year
4. **Rewards for skill gains**
  - Pre-Determined Wage Scale
5. **Industry Credential**



## What is Pre-Apprenticeship?

- Partnership with one or more registered apprenticeship (RA) programs.
- Employer-connected
- Pathway to RA
- Earned credit toward classroom instruction.
- Earned credit toward on-the-job learning.
- Interview and/or hiring preference



## Entry Requirements

- At least age 16 years old
  - Many require 18
- Junior or senior in HS
- High School diploma or GED attained or in progress
- Physically able to perform the essential functions of the job/apprenticeship with or without accommodations
- May require drug test
- May require physical fitness test
- May require of specific occupational aptitudes
- Must provide records for any education or experience they wish to receive credit for.

# Pre-Apprenticeship Launch!

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- FIRST Pre-apprenticeship in Maine
- Started this fall.
- AFL-CIO partnering with IBEW 1253 Augusta Electrical JATC, local employers and high schools.
- Multi-craft core curriculum pre-apprenticeship program.
- New programs starting in Summer and Fall 2023.

**Commissioner Laura Fortman said.** “These students are being provided a clear pathway to a wide variety of careers in construction, clean energy, and manufacturing.”



*Pre-apprenticeship students from Nokomis HS at the Augusta Electrical JATC's Apprenticeship Center in Newport.*

# 14 Grant Recipients

Associated General Contractors of Maine (AGC)

Bath Iron Works (BIW)

Educate Maine

Foster CTE Center

Gorham School District

Hospitality Maine

Immigrant Resource Center of Maine (IRC)

Lewiston Adult Ed

Maine AFL-CIO

Maine Health

Portland Adult Ed

ReVision Energy, Inc.

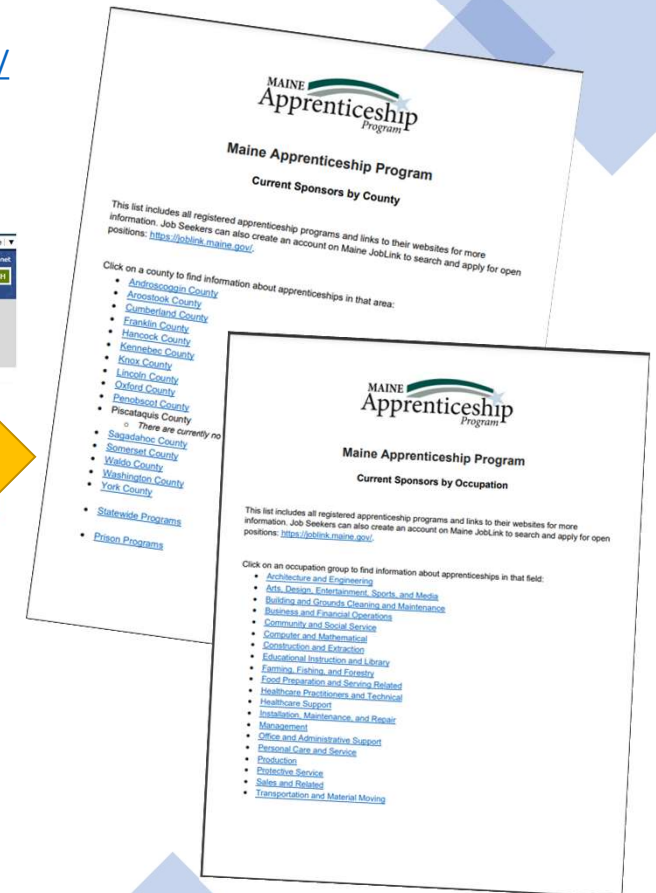
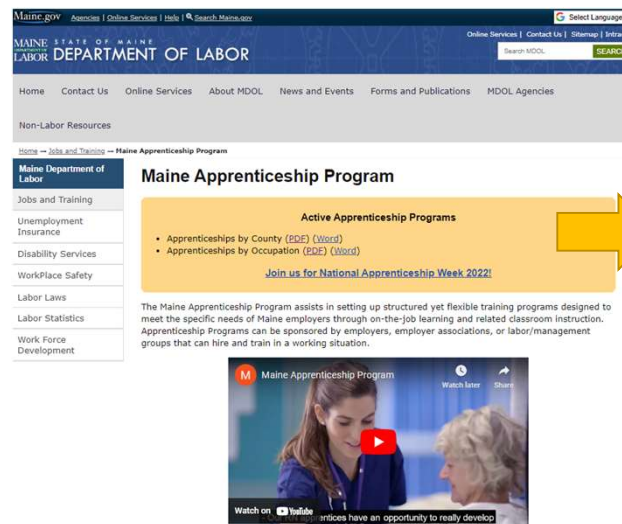
Somerset Tech

Washington County Community College (WCCC)

[https://www.maine.gov/labor/jobs\\_training/apprenticeship/](https://www.maine.gov/labor/jobs_training/apprenticeship/)



# Maine Apprenticeship Program Website



Search for by Occupation or County

# Schedule of Work

Appendix A

**MAINE APPRENTICESHIP PROGRAM  
SCHEDULE OF WORK EXPERIENCE**

Apprentices will receive on the job learning/training in the various work areas listed below. The order in which the training is given is to be determined by the flow of work and may not necessarily be in the order listed. The times allotted to these various processes are the estimated time frames in which an average apprentice will learn and become proficient in the skill area. They are intended only as a guide; the apprentice may require more time on one area and less in another. The total term of apprenticeship is indicated below. The columns at the right constitute a record of progress for the apprentice. Each apprentice will be provided with a separate sheet in which to log their hours of experience. When the apprentice has both completed the required hours and attained proficiency in the specific skill area the Supervisor/Mentor will initial the far-right column. Items for which previous credit have been given upon registration into the program should also be initialed. This sheet or another similar record of apprentice progress must be kept in the apprentices' paper and/or electronic file. Documentation of on-the-job and related technical instruction of individual apprentices will be reviewed by the program office during routine monitoring of apprenticeship program implementation.

**OCCUPATION: Wastewater Systems Operations Specialist**

**APPRENTICE TO JOURNEYWORKER RATIO: 1:1**  
(A numeric ratio of Apprentice to Journeyworker will be consistent with proper supervision, training, safety, and continuity of employment throughout the apprenticeship, with the ratio of Apprentices to Journeyworkers being one (1) Apprentice to one (1) Journeyworker whenever possible)

**SOC: 51-8031.00      NAICS Code: 221310      Rapids Code: 0507**  
**TERM: 2000-4000      RTI Hours: 540 hours**  
**TYPE OF APPRENTICESHIP: Hybrid**

| SKILLS TO BE LEARNED ON THE JOB |  | Hours<br>Assigned | Hours<br>Attained | Proficient<br>As of Date | Supervisor<br>Signature |
|---------------------------------|--|-------------------|-------------------|--------------------------|-------------------------|
| <b>A</b>                        | <b>Tools, Equipment and Workplace Safety</b>   | <b>240-340</b>    |                   |                          |                         |
|                                 | Become familiar with tools, pipe and other materials used out on the job   |                   |                   |                          |                         |
|                                 | Understand and use personal protective equipment and safety procedures   |                   |                   |                          |                         |
|                                 | Demonstrate general plant safety and security operations   |                   |                   |                          |                         |
|                                 | Plan and set up work areas for safety of crew and public   |                   |                   |                          |                         |
|                                 | Confined spaces and traffic control zones  |                   |                   |                          |                         |
|                                 | Perform all work in conformance with OSHA regulations  |                   |                   |                          |                         |
| <b>B</b>                        | <b>Vehicles and Specialized Equipment</b>  | <b>120-320</b>    |                   |                          |                         |
|                                 | Ensure that vehicles and equipment are adequately stocked & serviced   |                   |                   |                          |                         |
|                                 | Become familiar working with excavation and other heavy equipment  |                   |                   |                          |                         |
| <b>C</b>                        | <b>System Operations &amp; Maintenance</b>   | <b>960-1960</b>   |                   |                          |                         |
|                                 | Develop a working knowledge of the operation, methods and procedures of a WASTEWATER treatment & collection system |                   |                   |                          |                         |

Revised 06/2021

Maine Apprenticeship Program

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# Wage Schedule

## WAGE SCHEDULE

**A. Pre-Apprenticeship \$n/a**

**B. Apprentice's starting hourly wage \$ 18.23**

**C. Journeyworker's Hourly Wage \$24.32**

|                            | Period 1       | 2              | 3              | 4              | 5              | 6              | 7              | 8              | 9               | 10 |
|----------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------|----|
| <b>D. Term in Hours</b>    | <b>1000</b>    | <b>1000</b>    | <b>1000</b>    | <b>1000</b>    | <b>1000</b>    | <b>1000</b>    | <b>1000</b>    | <b>1000</b>    | <b>Complete</b> |    |
| <b>E. % JW Rate</b>        | <b>75%</b>     | <b>78%</b>     | <b>81%</b>     | <b>85%</b>     | <b>88%</b>     | <b>92%</b>     | <b>95%</b>     | <b>98%</b>     | <b>100%</b>     |    |
| <b>F. \$ Rate per hour</b> | <b>\$18.23</b> | <b>\$19.03</b> | <b>\$19.83</b> | <b>\$20.66</b> | <b>\$21.46</b> | <b>\$22.28</b> | <b>\$23.08</b> | <b>\$23.89</b> | <b>\$24.32</b>  |    |

Questions?



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