

MaineDOT Low-No Grant Application

# **Attachment K**

**Maine Department of Transportation  
and Maine Department of Labor Low-No  
Workforce Development Program**



## Workforce Development Programs for the State's Low or No Emission Transition

Strengthening Maine's workforce of electricians, automotive service technicians and mechanics, and first responders is critical to maintaining and building charging infrastructure for the state's zero emission transit vehicles. Representing two of the state's top-15 most [in-demand occupations](#), as measured by annual job openings, Maine's electricians earn a median annual income of \$59,010, and automotive service technicians and mechanics earn \$47,750. Strengthening pathways to these occupations presents an opportunity to create quality jobs for underrepresented communities, ensuring that they benefit from investments in modernizing the state's transportation fleet, and upskilling Maine's first responders will prepare them to safely address electrical fires. The Maine Department of Transportation (MaineDOT) has partnered closely with the Maine Department of Labor, Maine Community College System, and other workforce partners in proposing the following investments:

- Ensure a just transition and avoid displacing existing **automotive service technicians and mechanics and first responders** by upskilling them through EV-focused training.
  - The Maine Community College System (MCCS) offers EV training designed specifically for current automotive service technicians and mechanics, training them on high-voltage safety, battery service and repair, failure modes associated with systems and components, and testing and diagnostic techniques. This training is only available at three of its seven campuses, but by investing in EV-focused professional development for instructors at other campuses and CTEs with existing automotive programs, Maine could scale EV training to upskill more incumbent technicians and mechanics across the state.
  - Two MCCS campuses offer one-day training on how to safely address EV fires, and increasing the capacity of these programs will prepare more of the state's firefighters and other first responders.
- Build the **electrician** workforce needed to install, operate, and maintain electric vehicle supply equipment (EVSE) to support zero emission buses and associated facilities by investing in high-quality training programs, including:
  - Post-CTE bootcamps, focused on CTE campuses in rural areas with electrician tracks, that support young adults in their navigation and connection to quality jobs in the EVSE industry and build their capacity to successfully complete the electrician exam.
  - Certified pre-apprenticeship programs, aligned to electrician apprenticeships, that raise awareness of career pathways, provide experiential learning opportunities, and build a diverse pipeline. Built on robust industry and union partnerships, Maine has successful certified pre-apprenticeships programs, such as those offered through the Association of General Contractors, Maine AFL-CIO, and Portland Adult Education, among others. These programs expand access and broaden the talent pool for electrician pathways by partnering with re-entry centers, WIOA participants, Adult Education centers, and Vocational

- Rehabilitation programs to recruit underrepresented communities – including women, the re-entry community, and immigrants and refugees.
- Registered apprenticeship electrician programs that train ESVE technicians on how to perform high voltage installations, including Level 2 and Direct Current Fast Charging chargers, and include an Electric Vehicle Infrastructure Training Program (EVITP) certification (e.g. IBEW 1253). In addition to investing in registered apprenticeship training, MaineDOT commits to 5% of project hours funded by this grant being performed by apprentices.
  - Provide participants with **supportive services** to remove barriers to training or work, such as housing, transportation, or child care, offered through the state’s WIOA service providers.