

Competitive Skills Scholarship Program (CSSSP) Outcomes

Center for Workforce Research and
Information

Overview

The Competitive Skills Scholarship Program (CSSP) provides funding and support services for eligible Maine residents to pursue two and four-year degree programs or employer recognized credentials leading to high-wage, in-demand jobs. This report provides information about the outcomes of CSSP participants by assessing employment and earnings before enrollment and after program completion.

Outcome years represent time periods before and after enrollment (e.g., outcome year -2 is two years before enrollment; outcome year 2 is two years after program completion). Later outcome years contain fewer participants because not enough time has elapsed to collect the data for participants that have completed services more recently.

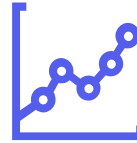
Wage and employment data from Maine's unemployment insurance system includes a large majority of jobs in the state but does not include employment in other states, unincorporated self-employment, or independent contracting. Wages are adjusted to 2024 dollars using the Consumer Price Index (CPI-U) to allow for comparison of earnings in different time periods. To ensure the protection of individual participant information, any data point breaking down program, employment or wage data into subgroups that contain fewer than 10 participants is not included in this report.

Terms



Employment

A participant is classified as employed if they have a matching state wage record of any amount during the year (before or after CSSP enrollment).



Full Time Employment

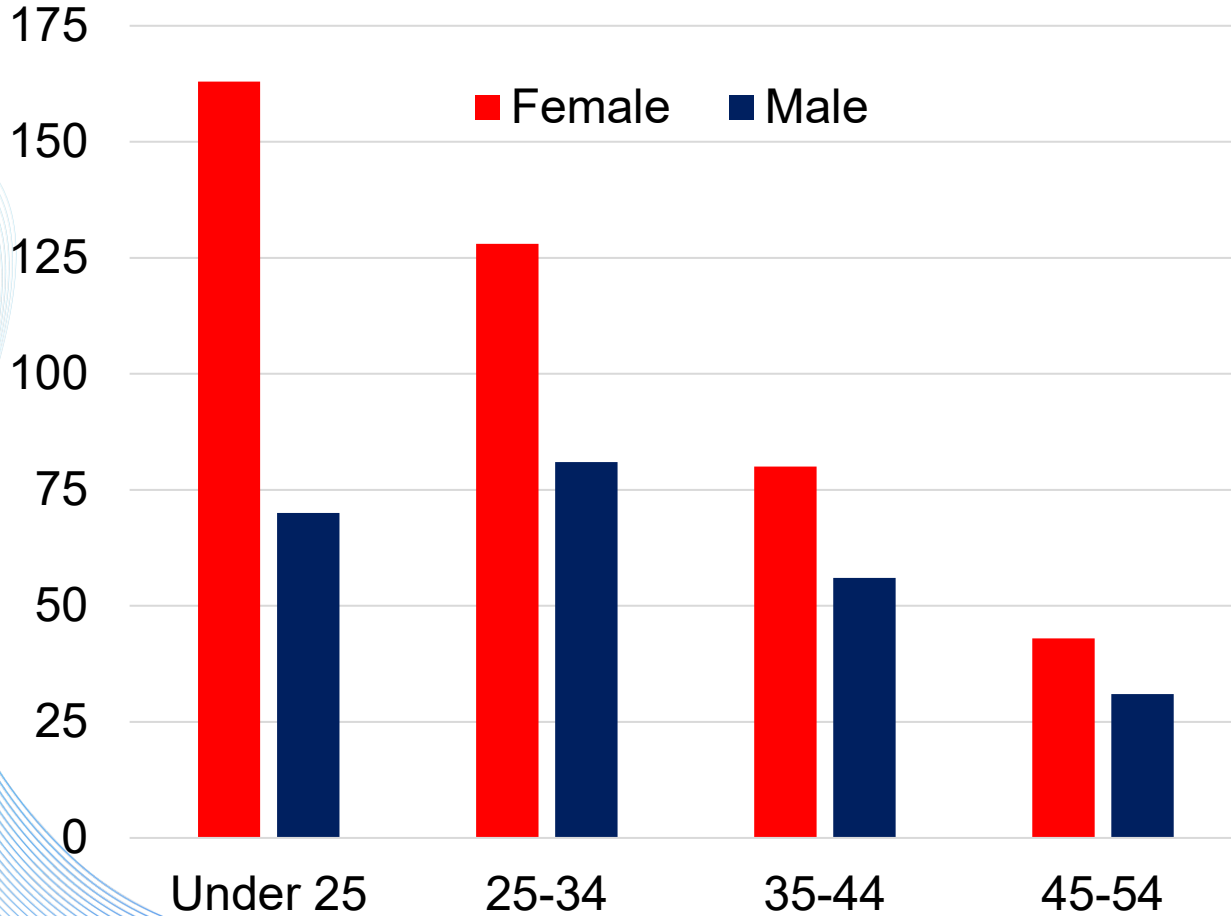
A job holder is determined to be working a full-time equivalent schedule if their quarterly earnings exceed the equivalent to working 32 hours per week at the state minimum wage for the entire 13 weeks in a quarter.



Median Earnings and Percentiles

Participant earnings records are ranked from highest to lowest. The median is the annual earnings amount at the middle of the distribution (the 50th percentile). It is compared to the 25th (25 percent have lower earnings) and 75th percentile (75 percent have lower earnings).

Participants by Age and Gender

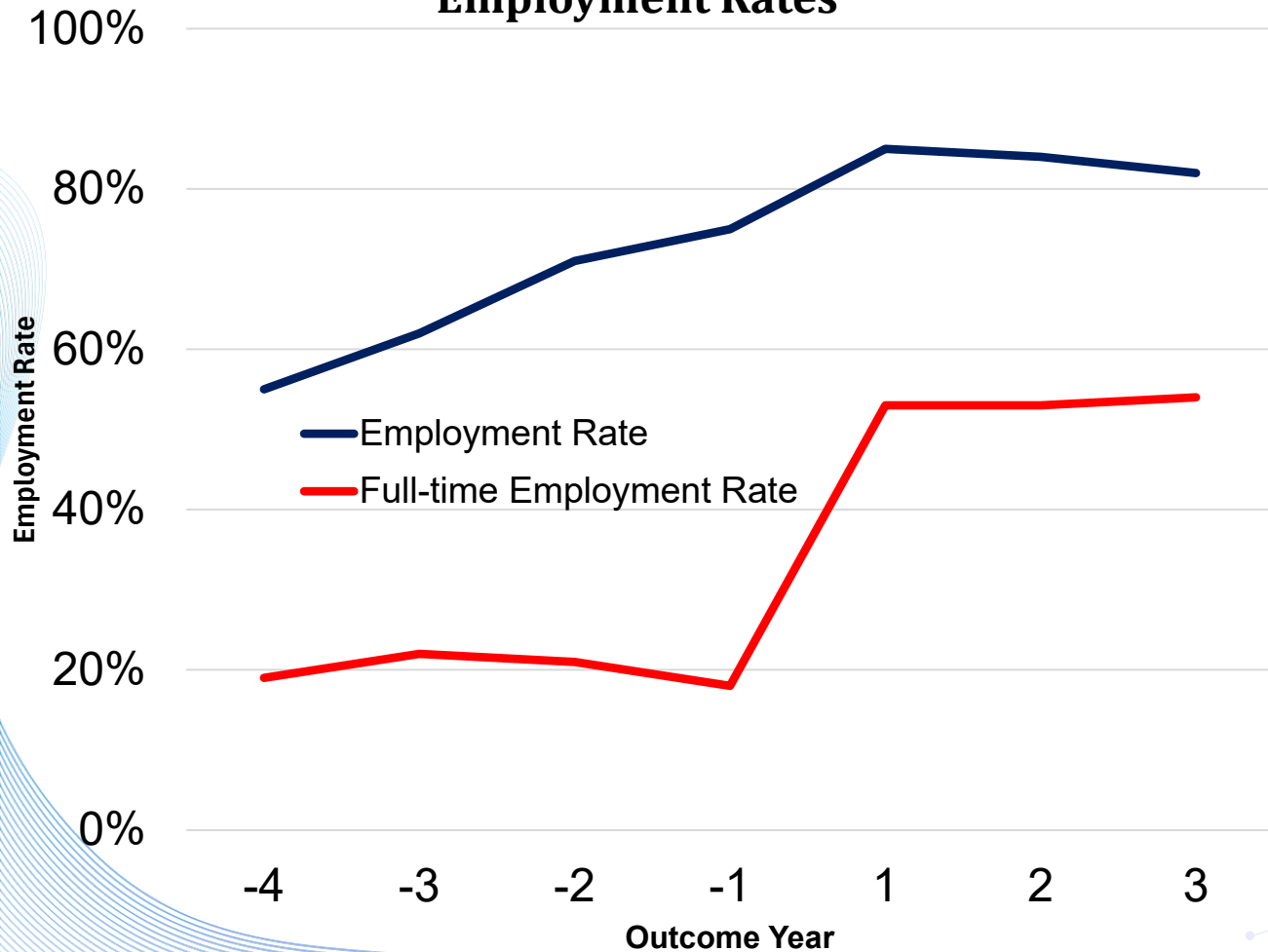


This report includes information about 673 participants that completed training between 2020 and 2025. 63 percent of participants are female. The largest groups are under age 35.



Employment and Earnings Outcomes

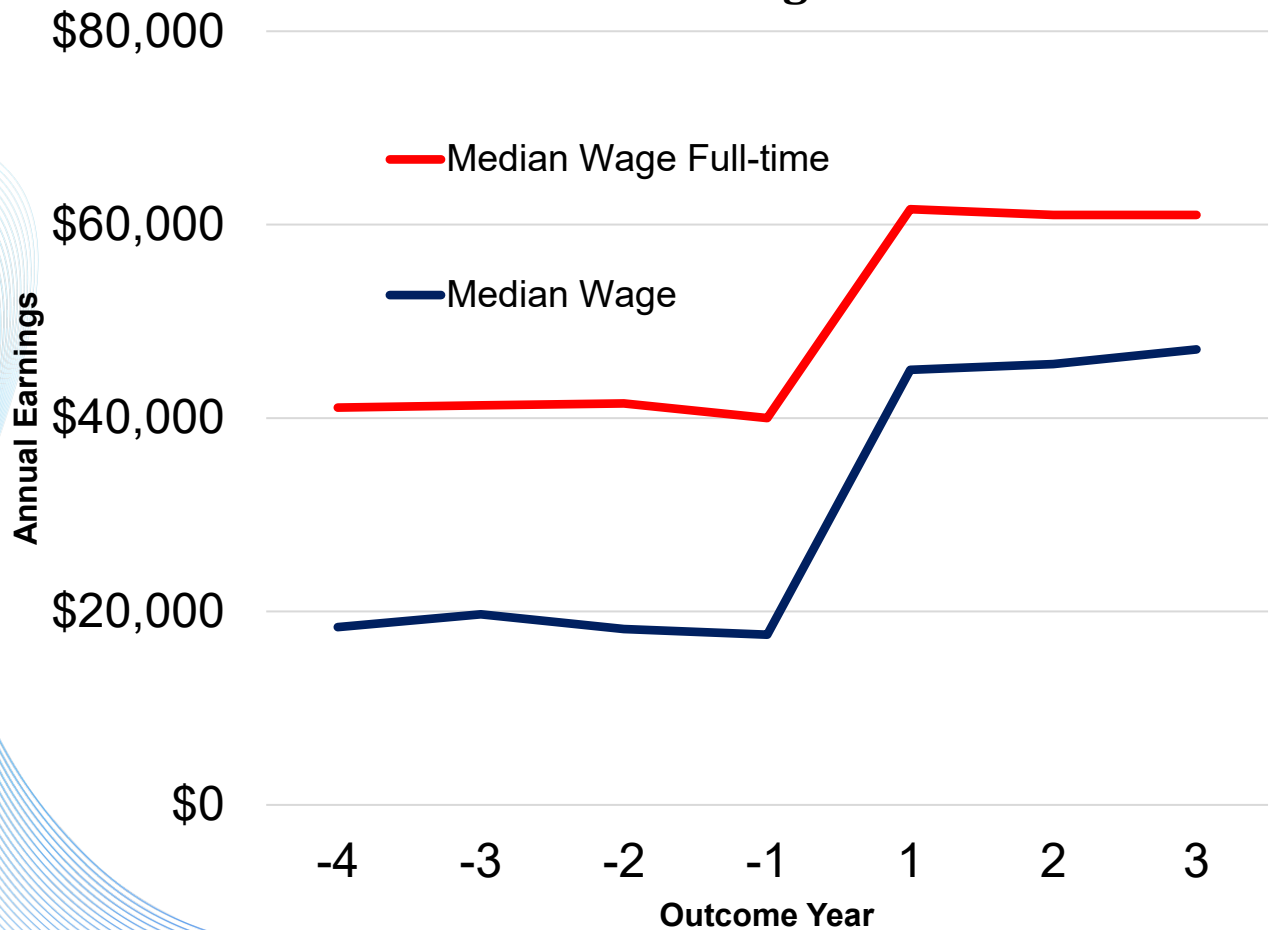
Employment Rates



Employment rates increase steadily following completion. 85 percent are employed in the year after program completion. The full-time employment rate more than doubles to 53 percent from the years prior to enrollment to after program completion.

(These data include 666 participants with complete data available for outcome year 1. Later outcome years contain fewer participants.)

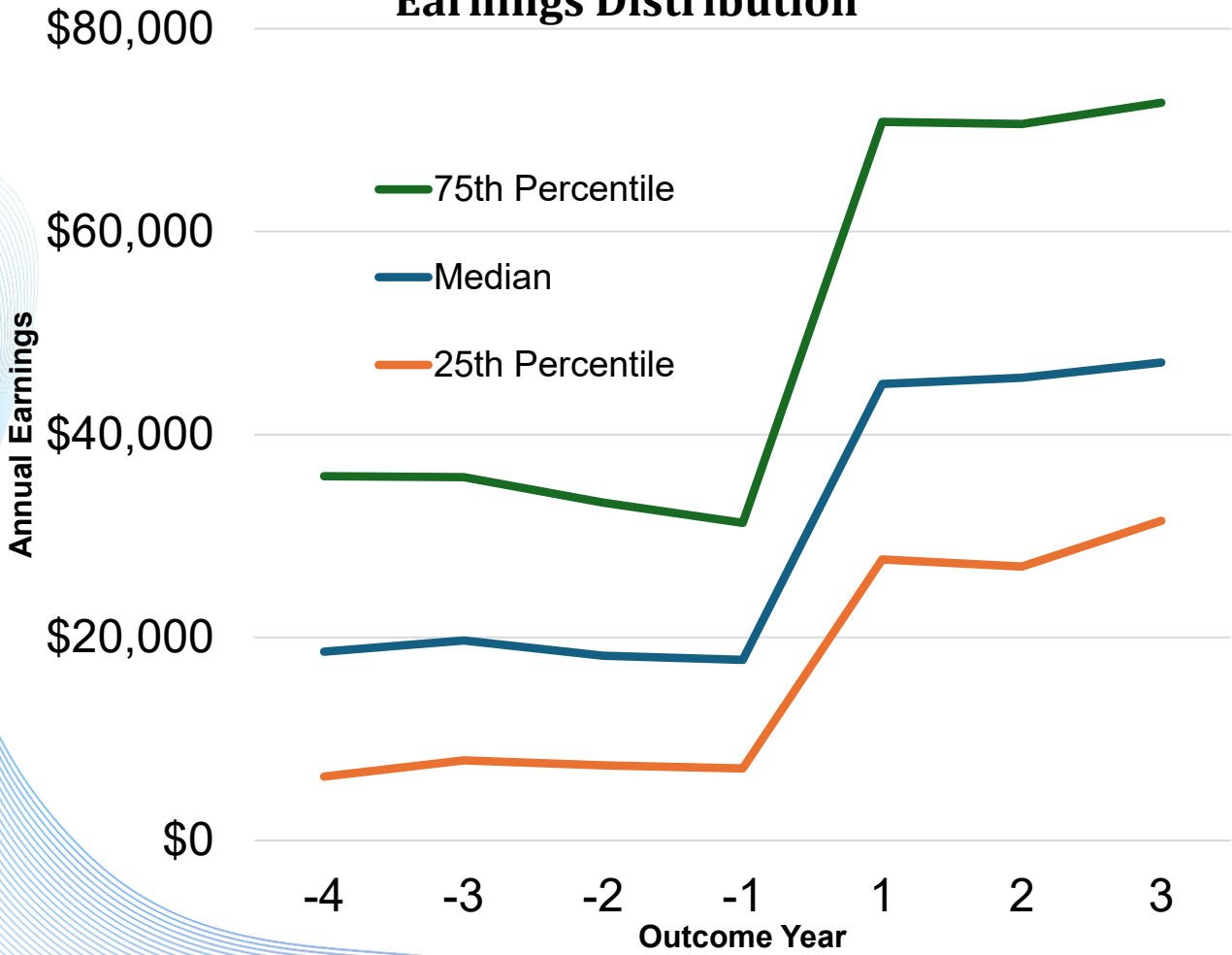
Median Earnings



Median earnings more than double from the years before enrollment to \$45,000 per year. Full-time median earnings increase by \$20,000 per year to \$60,000.

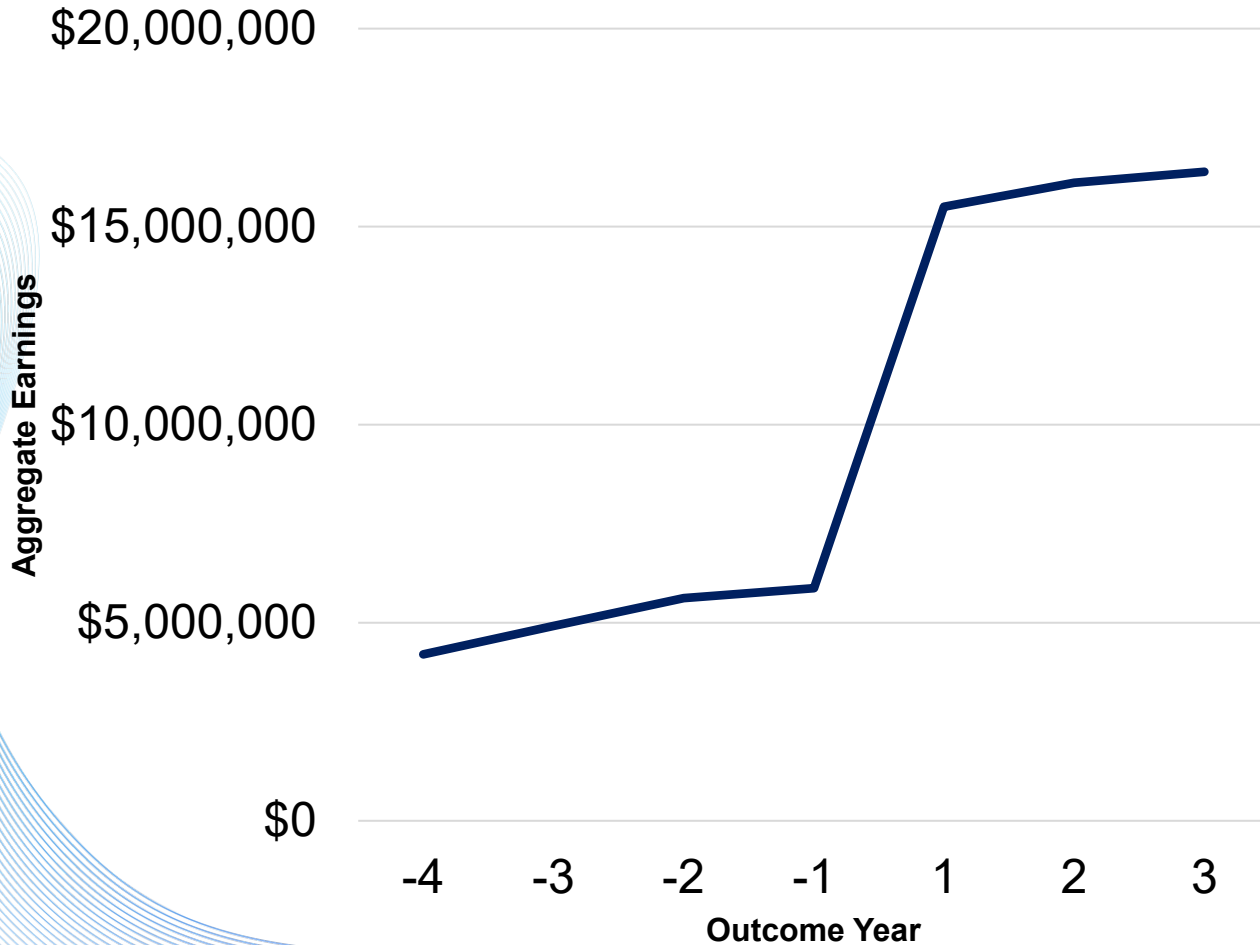
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Earnings Distribution



Earnings increases occur across the distribution. At the 75th percentile, annual earnings increase by \$37,000 to \$70,500. At the 25th percentile, annual earnings increase by \$20,000 to \$28,000.

Aggregate Earnings



Because of the combination of increases in employment rates and earnings, aggregate earnings across all completers rises from about \$6 million to over \$16 million per year.

(Based on a sample of 382 participants having three complete outcome years of data after exit.)



Earnings by Occupation

Earnings by Major Occupation Group

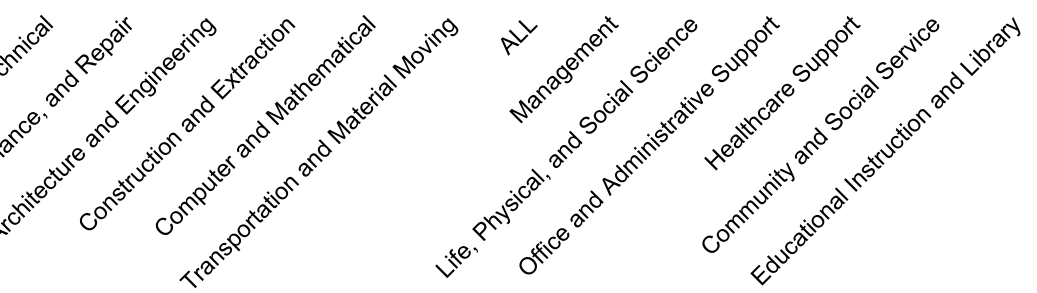
\$80,000

\$60,000

\$40,000

\$20,000

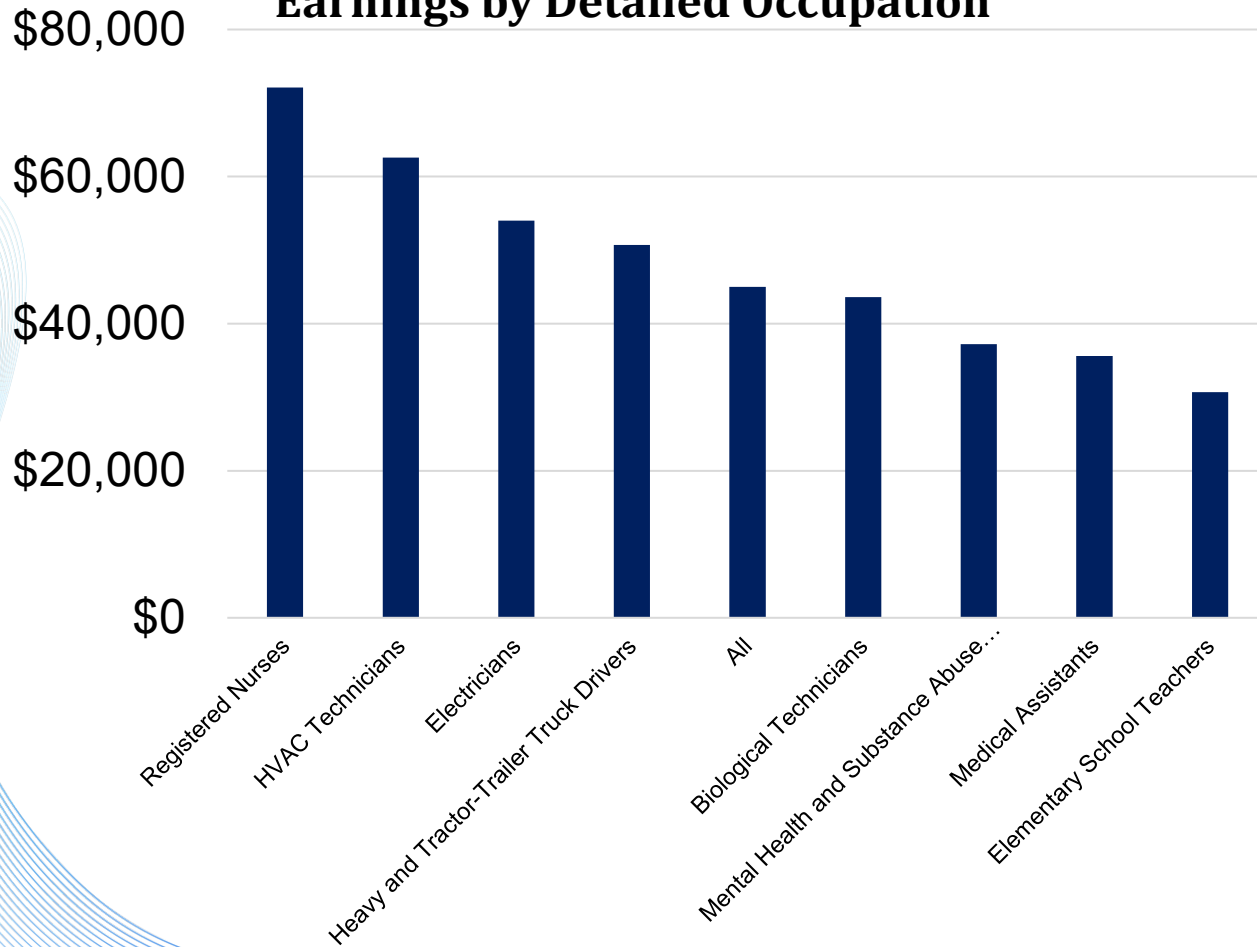
\$0



Earnings were highest among those seeking a career in a skilled health occupation, in the trades (construction, installation and maintenance, and transportation groups), and in STEM. Earnings were lowest among those seeking a career in healthcare support, community and social services, and education.

(These earnings figures represent a snapshot of CSSP participants in the year after they completed training).

Earnings by Detailed Occupation



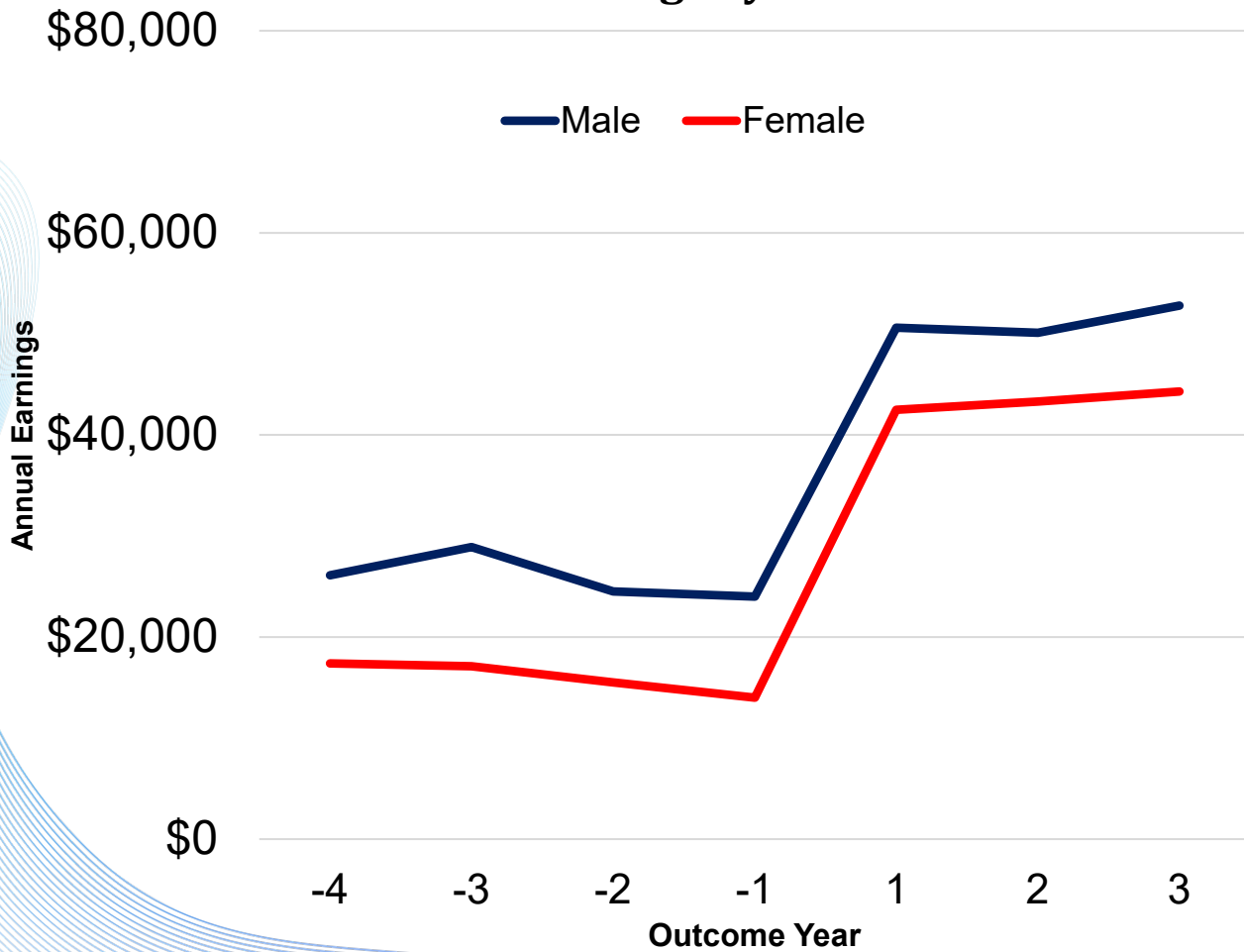
Earnings were highest among those preparing to be a registered nurse, HVAC technician, electrician or truck driver.

(Sample sizes: Registered Nurses (100), HVAC Technicians (12), Electricians (15), Heavy and Tractor-Trailer Truck Drivers (36), Biological Technicians (12), Mental Health and Substance Abuse Social Workers (17), Medical Assistants (32), Elementary School Teachers (16))



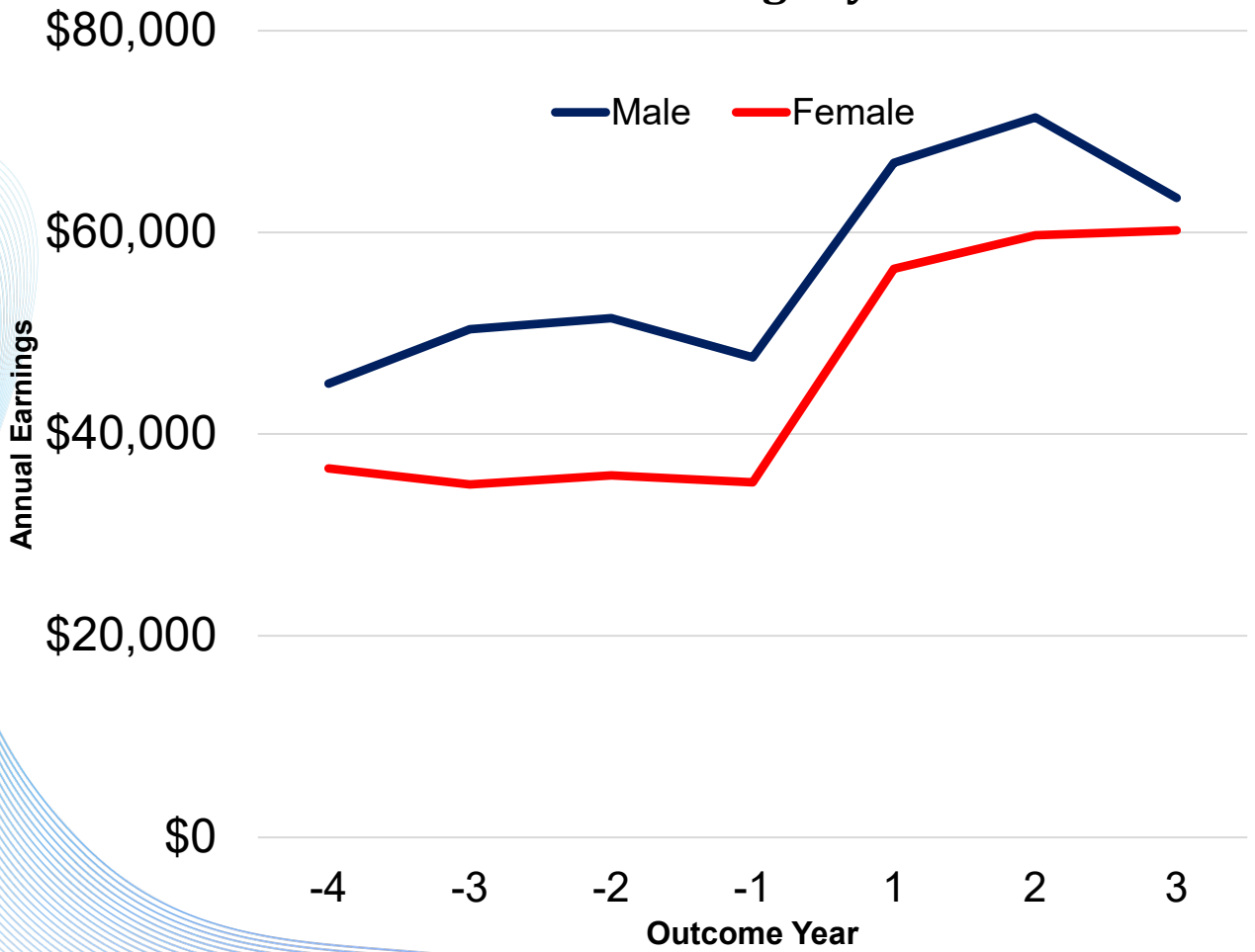
Earnings by Demographic Group

Median Earnings by Gender



Median earnings increases are similar for male and female participants. After completion, earnings are about \$7,000 per year higher among men.

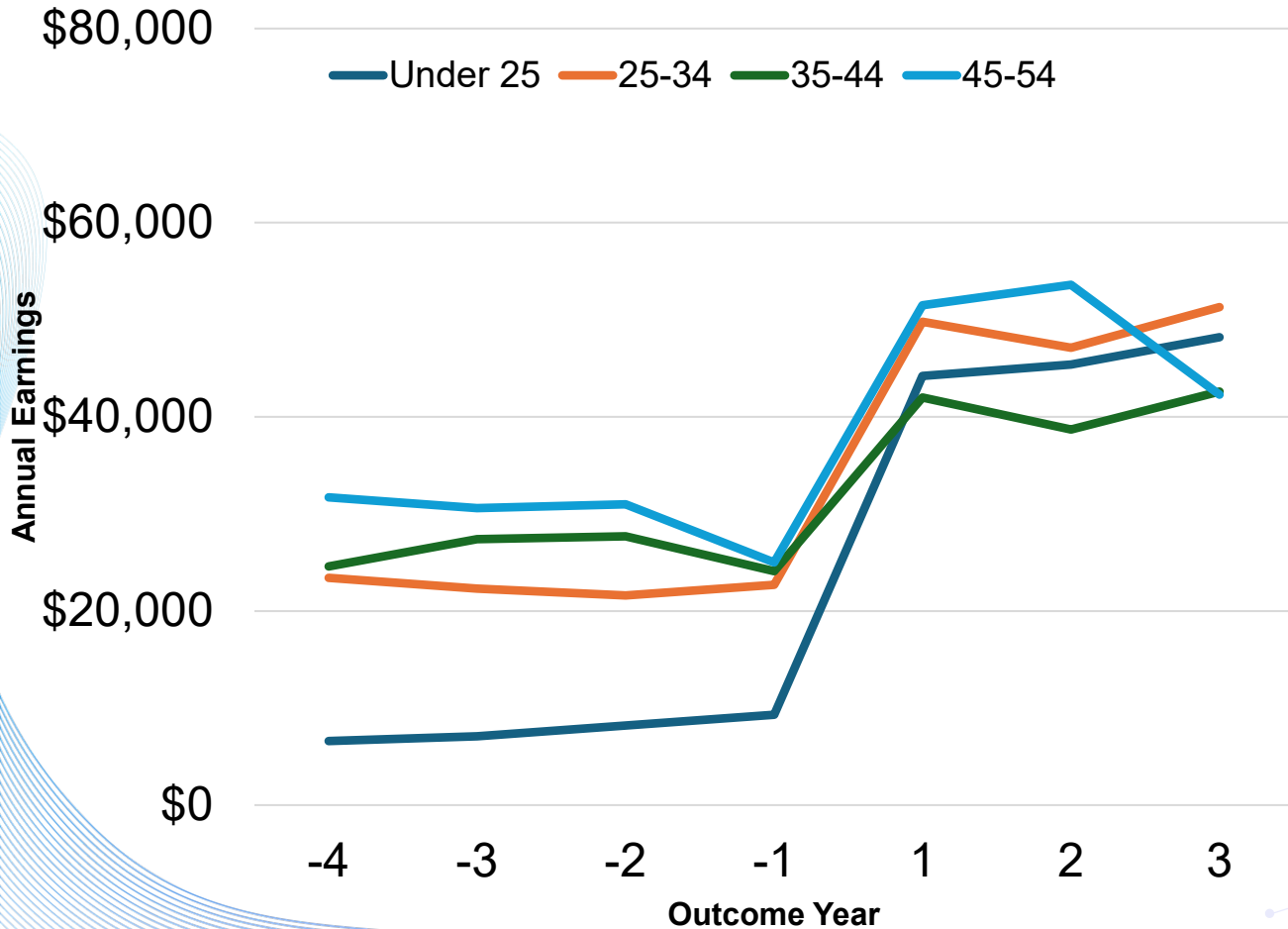
Full-time Median Earnings by Gender



Full-time earnings increases also are similar for both groups.

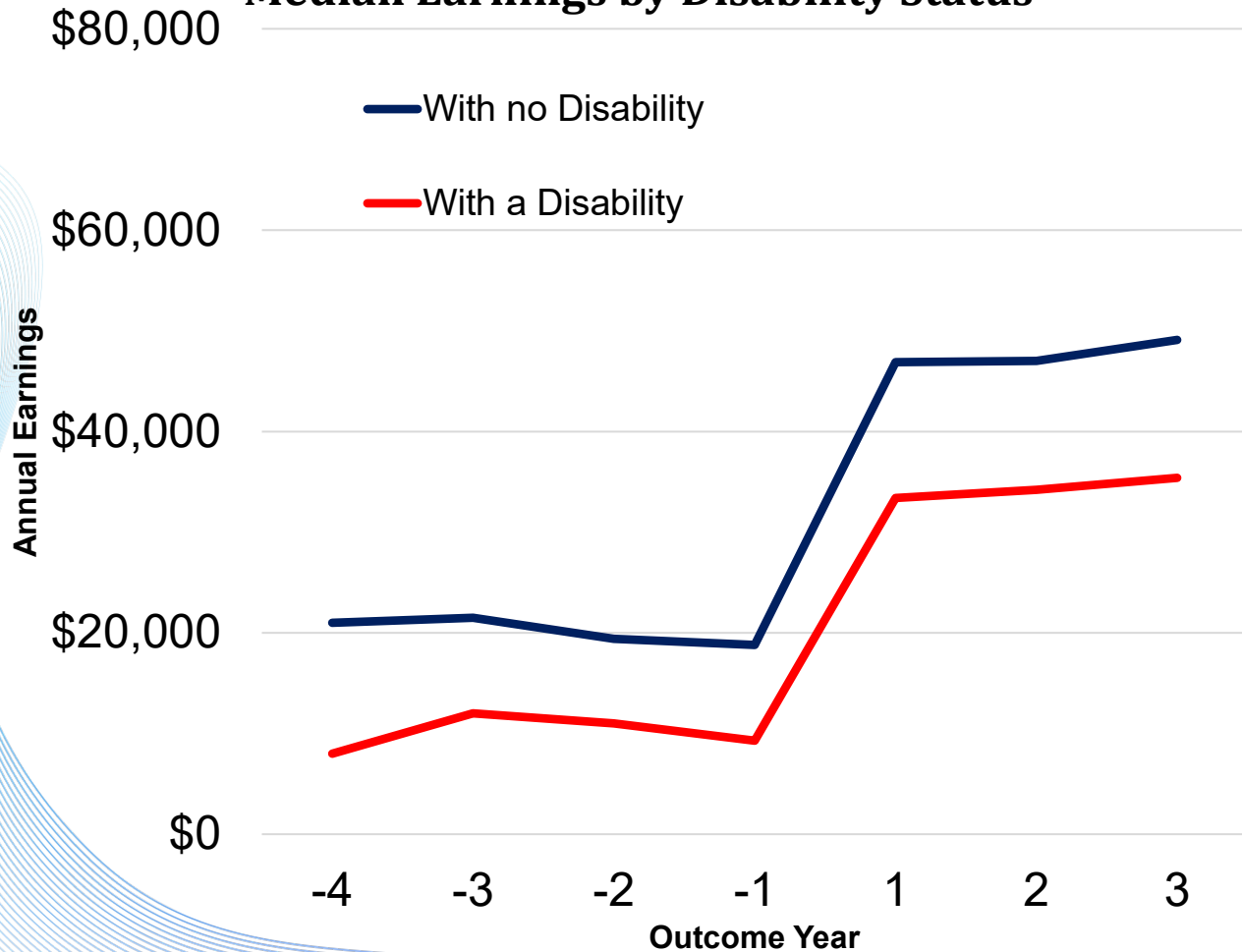


Median Earnings by Age Range



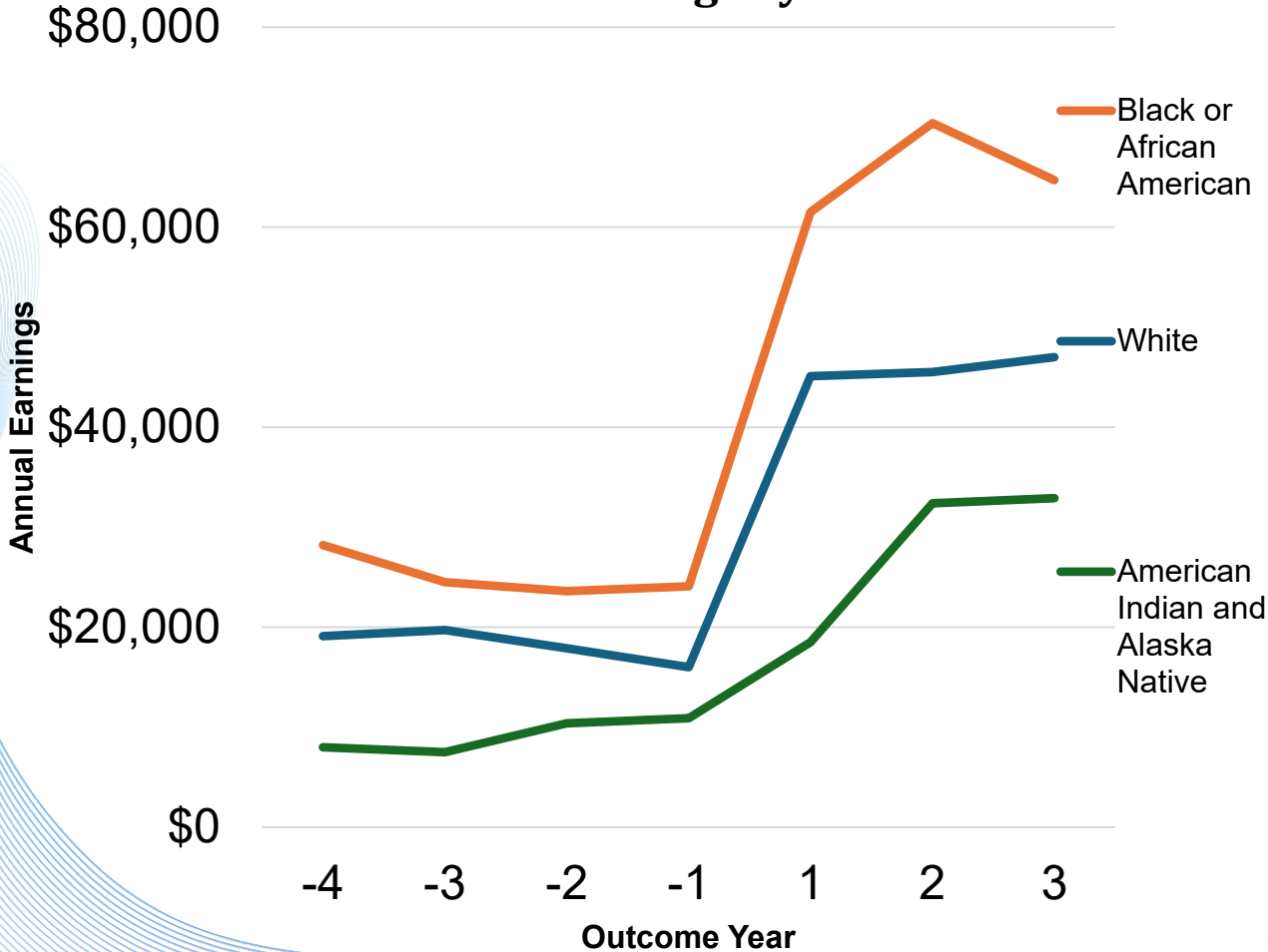
The youngest participants (under age 25) have the lowest earnings prior to enrollment and experience the largest earnings increases.

Median Earnings by Disability Status



12 percent of participants report having a disability. Earnings are higher among participants with no disability both before and after the program though the increase in earnings is similar for both groups.

Median Earnings by Race



Participants are 76 percent White, 13 percent Black or African American, 3 percent American Indian and Alaska Native. While all groups experience earnings increases, earnings are highest among Black or African American participants.

(Group sizes for other racial and ethnic groups are too small to publish and are excluded from this report to protect confidentiality.)



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