



# MDOL & SWB LISTENING SESSIONS

SEPTEMBER – OCTOBER 2021



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# GOALS FOR TODAY & AGENDA

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## Objectives:

- ❑ Discuss current state & **how to approach workforce development differently**
- ❑ Capture **feedback, ideas and questions** to inform economic recovery planning

## Agenda

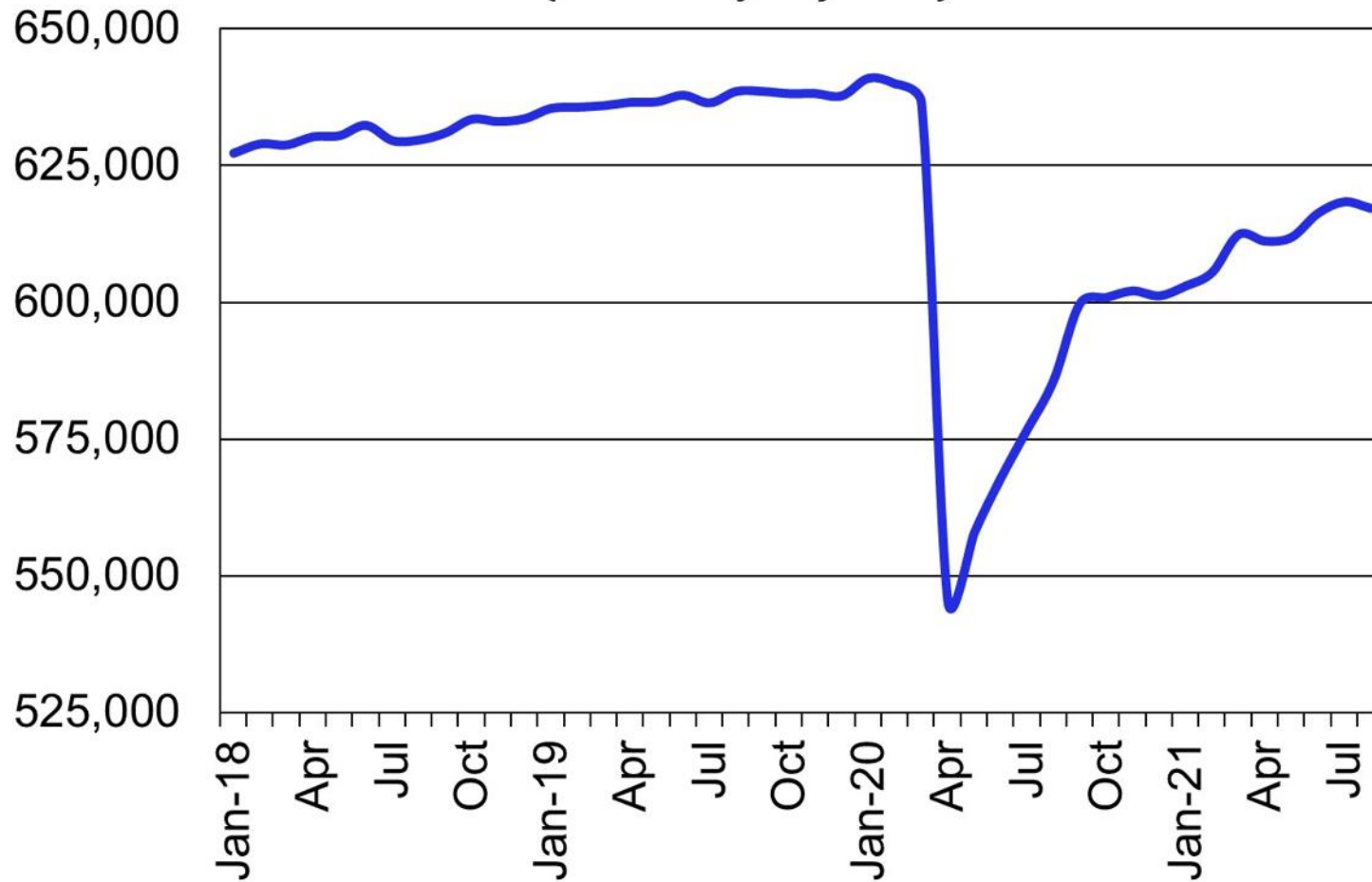
1. Background & stage-setting
2. Discussion: Workforce strategy & core principles
3. Breakout activity: Working differently to advance workforce goals
4. Large group share-out & identification of themes
5. Breakout activity: Feedback & considerations on ARPA priorities
6. Wrap up & next steps



QUESTIONS?

Add them to the chat!

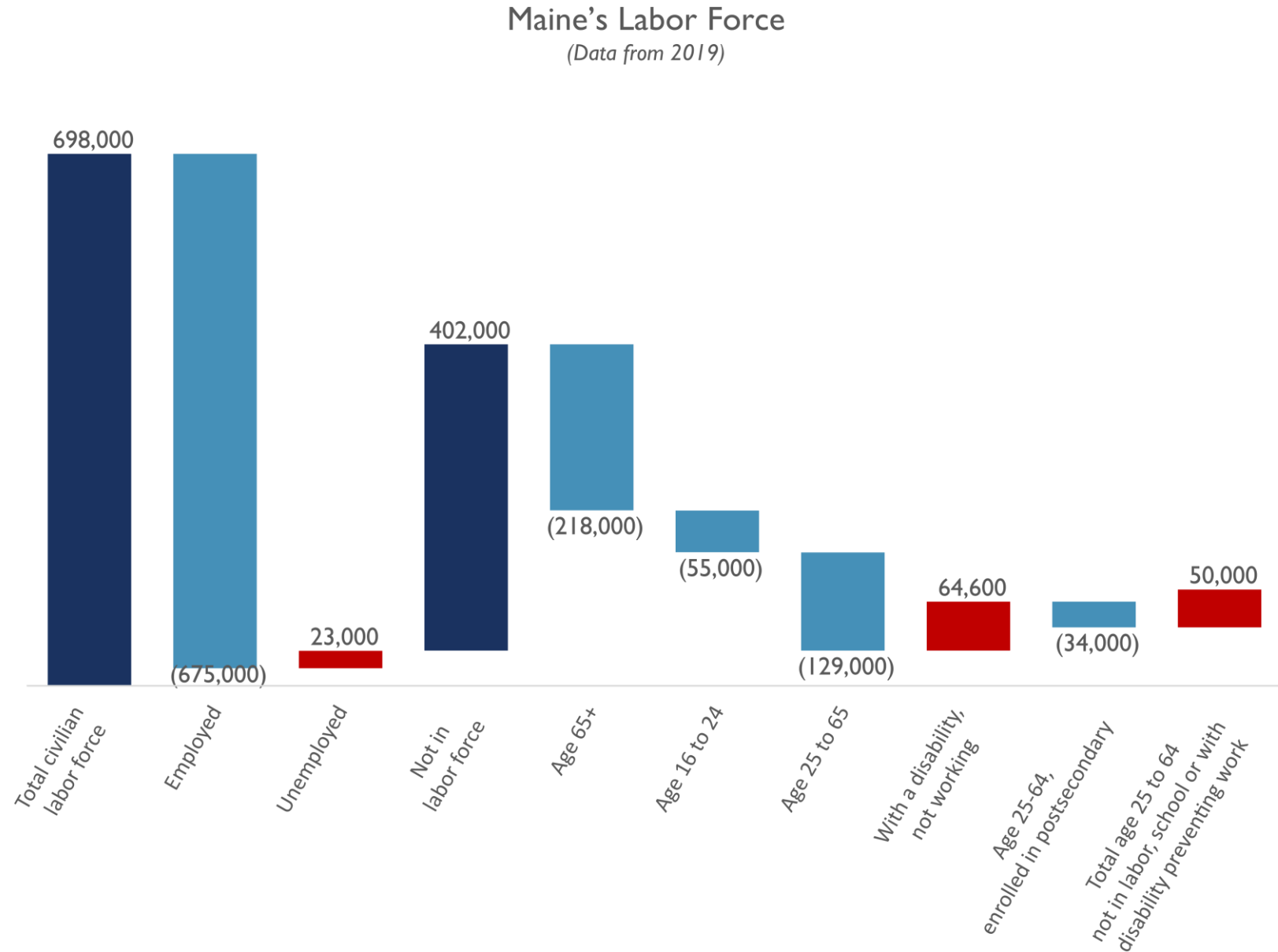
## Nonfarm Payroll Jobs *(Seasonally Adjusted)*



AS ECONOMY  
CONTINUES TO  
RECOVER, WORKFORCE  
LANDSCAPE  
CONTINUES TO EVOLVE

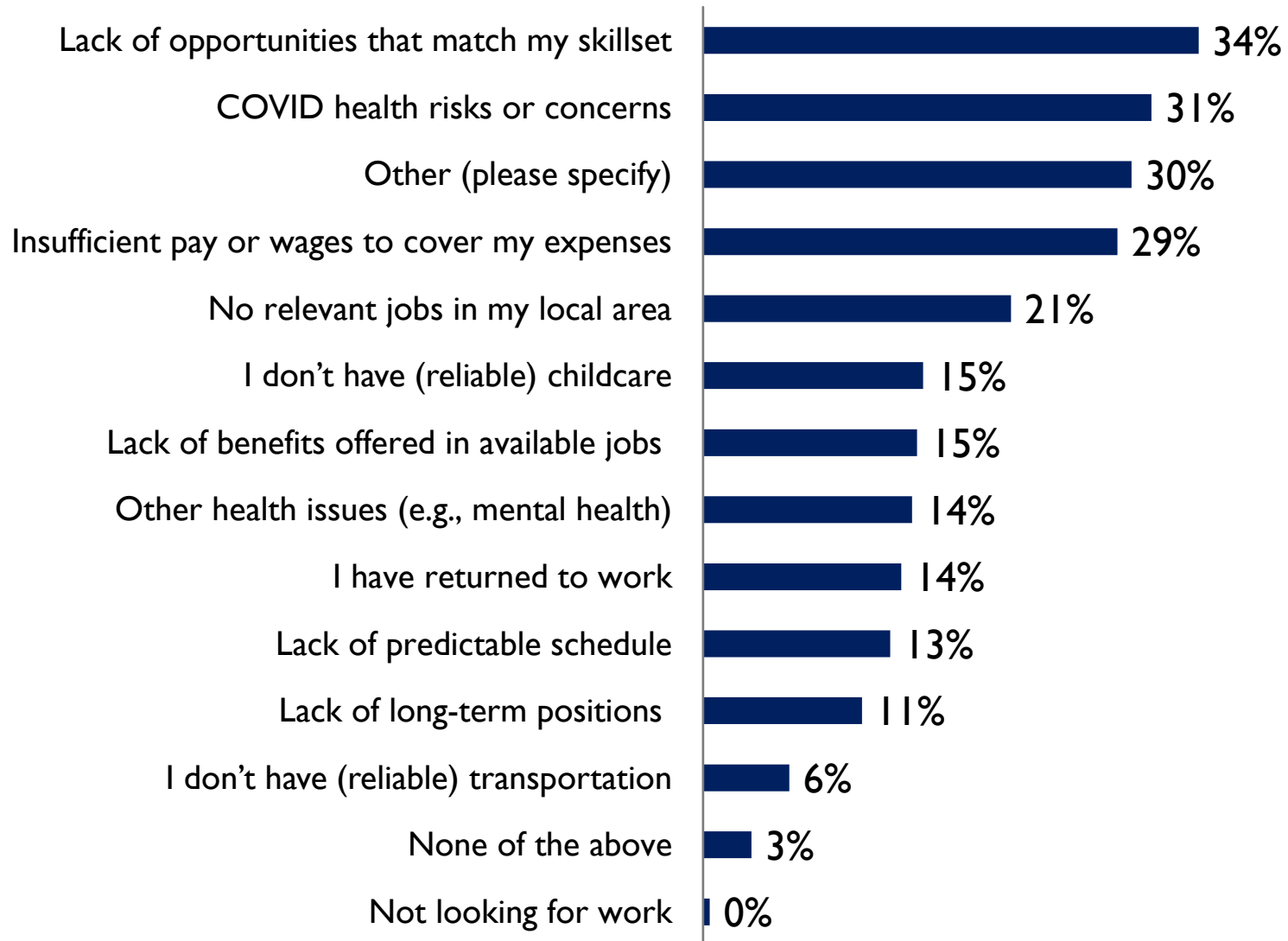
## WHERE ARE AREAS OF OPPORTUNITY TO ENGAGE POTENTIAL WORKERS?

- **Some counties** struggle with lower employment
- Those with **lower education attainment** are more likely to not be engaged in workforce
- **Individuals with disabilities** are more likely to be disconnected from work
- **BIPOC communities** suffer disproportionate rates of unemployment
- **Women** are disproportionately represented among current claimant population—some due to caretaking needs



## What is preventing you from returning to work?

Select all that apply. N=2,611

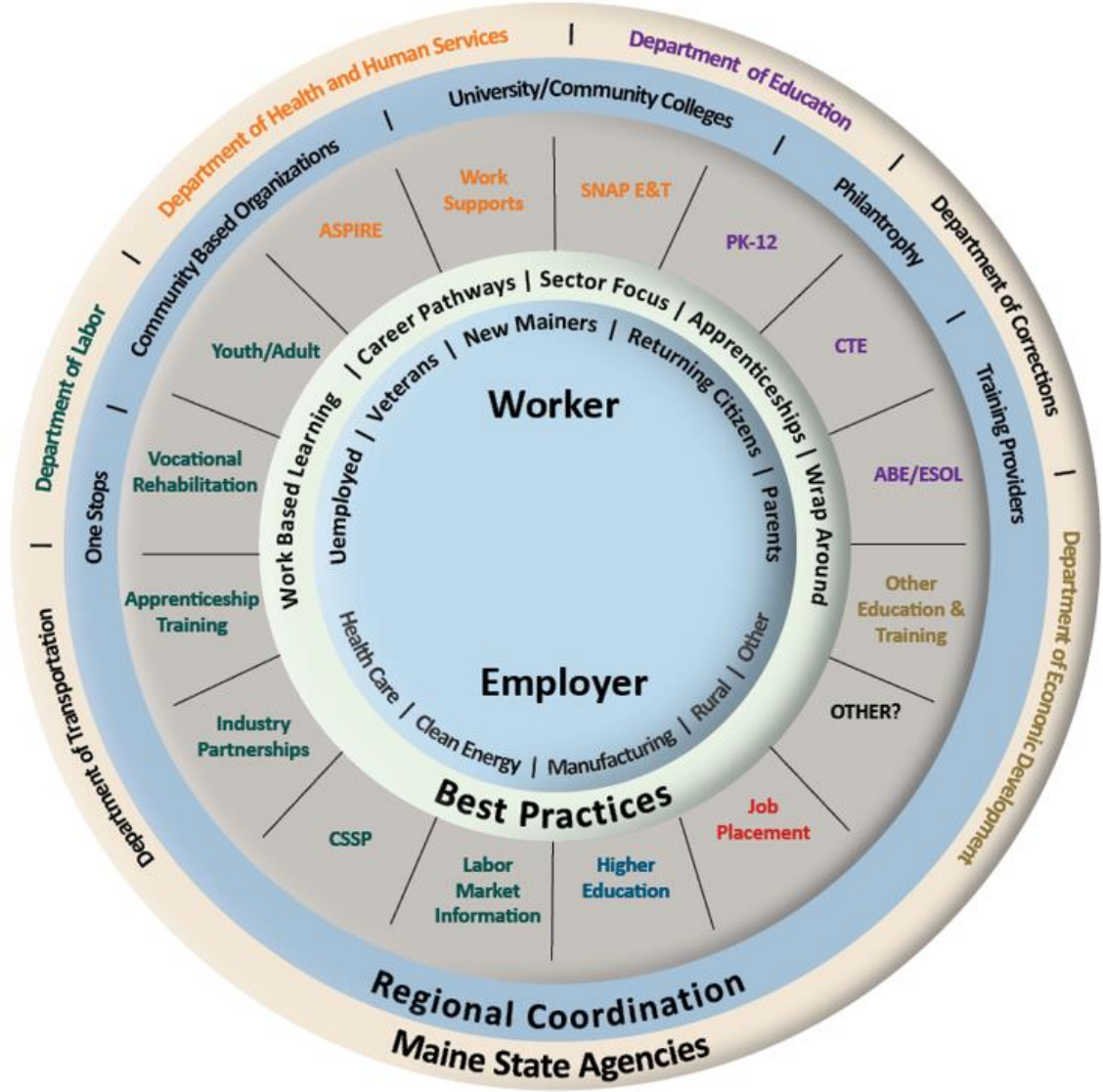


**WORKFORCE BARRIERS ARE INDIVIDUALIZED, NUANCED AND COMPLEX. MANY RELATE TO THE NEED FOR:**

- Relevant, accessible **training & job opportunities**
- **COVID-19 health safety**
- **“Quality” jobs** with supportive wages, benefits, flexibility & safety
- **Social supports & infrastructure**

# THE PRINCIPLES UNDERLYING THE WORKFORCE STRATEGY

- 1 Collaboration & coordinated:** Aligned, accessible, & easy to navigate workforce system
- 2 Equitable:** Historically marginalized and under-represented communities are at the center of workforce efforts—connected to, supported and advancing in inclusive, safe, and fair workplaces
- 3 Outcomes-driven:** Clear connection between investment, planning & efforts toward long-term employment outcomes
- 4 Innovative:** Creativity in approaching workforce and economic development differently
- 5 Sustainable:** Transformative change and collaboration is designed to last beyond initial grant funding, in a connected, cohesive way that is accountable to outcomes



THERE ARE MANY PLAYERS INVOLVED IN THE WORKFORCE ECOSYSTEM



**Overarching workforce strategy**

Break down barriers for workers, with focus on priority communities

Attract new workers

Connect to high-quality training

Connect with degrees

Individuals have clear pathways to quality jobs

Businesses offer high-quality jobs

**Invest in infrastructure to promote stability**

**Raise awareness of opportunities**

**Offer training & education aligned with labor market needs**

**Build clear career pathways for high growth sectors**

**Promote employers' support of worker livelihood via benefits & wages**

**Provide navigation support to address basic needs**

**Incentivize relocation & retention**

**Offer career exploration & guidance**

**Expose residents to high-growth in-demand career opportunities**

**Support employers' investment in training**

**Provide direct financial & other support to promote stability (e.g., UI)**

**Support sector-based collaboratives' recruitment efforts**

**Provide direct financial assistance to learners to enroll & persist**

**Expand accessibility of high-quality pathway programs**

**Provide employer resources to create more diverse & inclusive workplaces**

Increased size of Maine's talent pool by 75,000 workers

Increase % with credential of value (from 44% to 60%)

Increase average annual wages by 10% by 2030



# The Maine Jobs & Recovery Plan

Investing in Maine's Families, Businesses,  
Communities and Future

MAY 4, 2021

## MAINE JOBS AND RECOVERY PLAN

- **Immediate Economic Recovery (\$260 million):**
  - \$80 million for Unemployment Insurance Trust Fund
  - Invest in Heritage Industries (\$50 million)
- **Long-term Economic Growth (\$305 million):**
  - Health Workforce Initiative (\$15 million)
  - Attract and Retain Workers (\$18 million)
  - Expand the Maine Career Exploration Program (\$28 million)
  - Create the Remote Worker Welcome Program (\$5 million)
  - Train Workers through Maine's CTEs & Higher Education Systems (\$105 million)
  - Advance Equity (\$8 million)
  - Connect Workers with Job Opportunities (\$15 million)
- **Infrastructure Revitalization (\$547 million):**
  - Build More Affordable Housing for Maine's Workforce (\$50 million)
  - Expand Childcare & Early Childhood Infrastructure (\$20 million)

# ARPA INITIATIVE PRIORITIES

- Goal 1: Increased **size of Maine's talent pool** by 75,000 workers
- Goal 2: Increased % with **credential of value** (from 44% to 60%) by 2025
- Goal 3: Increase **average annual wages** by 10% by 2030

To advance these goals, this overarching strategy will be implemented via ARPA through the following primary lenses:



# ARPA INITIATIVE PRIORITIES

1

## Apprenticeship & Pre-apprenticeship

- Pre-apprenticeship & apprenticeship program development
- Healthcare, clean energy, manufacturing, and other affected industries
- Focus on BIPOC communities, women, people with disabilities, justice-involved individuals

3

## Industry Partnerships

- Funding to support sector / employer collaborations' training, networking, recruitment and industry awareness efforts

5

## Training & education support

- Funding to expand Competitive Skills Scholarship
- Tuition remission & navigation for healthcare
- Pre-apprenticeship & apprenticeship
- Work closely with MCCC, UMaine & CTE initiatives

2

## Healthcare workforce strategies

- Healthcare navigators
- Tuition remission for stackable credentials
- Healthcare career ladder & recruitment campaigns

4

## Jobseeker navigation, financial support & guidance

- Financial assistance to overcome barriers
- Expansion of career outreach workers & navigators
- Integrated workforce portal
- Progressive employment

6

## Employer supports in creating inclusive workplace

- Worker Opportunity Tax Credit program
- Progressive employment
- Work closely with DECD to support DEI hiring & retention efforts

# ARPA TIMELINE

## **Summer 2021:**

Proposals of ARPA funds  
within approved legislation

## **Fall-Winter 2021:**

Initiatives built out with  
implementation plans & approved for  
implementation; implementation begins

## **September-October 2021:**

Gathering input & questions to  
inform implementation planning  
efforts





QUESTIONS?

# BREAKOUT ACTIVITY



## Discussion questions:

*Each group will focus on a subset of the below*

1. **Innovation:** How must we as a workforce system work differently to advance this goal?
2. **Collaboration:** How can DOL & other state agencies help foster collaboration and coordination in a different & sustainable way?
3. **Equity:** What must be embedded in this work to achieve equitable outcomes? How can we ensure ARPA funding opportunities are broadly accessible?
4. **Sustainability:** How can we ensure this work is sustainable & lasts beyond initial grant funding?



## Groups:

- Goal 1: Increased **size of Maine's talent pool** by 75,000 workers
- Goal 2: Increased % with **credential of value** (from 44% to 60%) by 2025
- Goal 3: Increase **average annual wages** by 10% by 2030

We will collect each group's thinking via IdeaBoards



# LARGE GROUP SHARE-OUT



# ARPA INITIATIVES

- Goal 1: Increased **size of Maine's talent pool** by 75,000 workers
- Goal 2: Increased % with **credential of value** (from 44% to 60%) by 2025
- Goal 3: Increase **average annual wages** by 10% by 2030

To advance these goals, this overarching strategy will be implemented through the following primary lenses:

- 1 Apprenticeship & Pre-apprenticeship
- 2 Healthcare workforce strategies
- 3 Industry Partnerships
- 4 Jobseeker navigation, financial support & guidance
- 5 Training & education support
- 6 Employer supports in creating inclusive workplace

# BREAKOUT DISCUSSION ON JOBS & RECOVERY PRIORITIES

## Discussion questions:

1. What must we **keep in mind** as these initiatives are planned & implemented?
2. What **questions** do you have about this initiative?

We will collect each group's thinking via IdeaBoards

## Groups:

*Select which topic\* you most want to contribute feedback*

- |                                       |  |
|---------------------------------------|--|
| 1 Apprenticeship & Pre-apprenticeship | 2 Healthcare workforce strategies                    |
| 3 Industry Partnerships               | 4 Jobseeker navigation, financial support & guidance |
| 5 Training & education support        | 6 Employer supports in creating inclusive workplace  |

*\*You will have the opportunity to contribute additional feedback for other initiatives asynchronously*



QUESTIONS?

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# WRAP UP & NEXT STEPS

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- Late September- Early October: Contribute additional feedback via upcoming sessions or via email
  - Mid-Late October: Send recap and recordings of listening sessions
  - Fall 2021 – Winter 2022: Ensure to check SWB & DOL communications in coming months to stay abreast of additional collaboration, input & funding opportunities

QUESTIONS?

THANK  
YOU!