



Women in Construction Executive Order

Progress Report: May 2025

Based on input from working women and industry partners, State of Maine agency partners – including the Department of Labor (MDOL), Permanent Commission on the Status of Women, MaineDOT, and Governor’s Energy Office – have identified four key strategies on which to focus over the coming year to advance the Governor’s goal of increasing the representation of women in construction: 1) Raise career aspirations, 2) develop industry-aligned skills, 3) connect to jobs and wraparound supports, and 4) retain women in respectful, safe, inclusive workplaces.

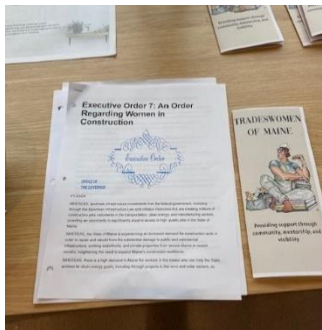
To drive forward this work, agency partners formed working groups focused on each of these respective strategies to enable cross-agency awareness and coordination on relevant initiatives, sharing updates through the broader Infrastructure Workforce Alignment Group. The working groups set metrics to track progress, aimed at advancing the overarching goal of connecting 1,000 additional women to construction careers over the next three years (2025-2027). A full summary of key agency actions and target metrics to advance these strategies in 2025 is provided in the appendix.

This report marks one year since the executive order was signed and thus provides topline metrics demonstrating progress to date (May 2024-April 2025) in achieving key goals along with specific quarterly progress updates of work from February to April 2025.

Raise career aspirations

In the year since the executive order was signed, state agency partners have conducted outreach via education and events to **800+ women and girls** on career and training opportunities in the trades. Specific efforts include:

- Public outreach efforts intended to shift the perception of construction as male-dominated and encourage women to see themselves in these careers include the development of Women in Construction **marketing materials** distributed by CareerCenter staff as well as the development of a new Maine Apprenticeship Program **outreach campaign** launching this spring that will spotlight stories of women-in-trades apprentices and pre-apprentices through digital advertising and short-form vertical videos for social media.
- Additionally, the [Tradeswomen of Maine](#) launched a photography exhibit in May at the Steel House in Rockland focused on highlighting photos of women across Maine working in the trades—with the Governor’s executive order on display as part of the exhibit.



- The Maine Department of Corrections, in partnership with Maine Community College System, hosted several workshops and training opportunities with **153 women participating** across events including a “Day of Trades” at Long Creek Youth Development Center featuring MCCS trade programs, “Why the Trades” seminar exploring trade occupations, job outlooks, and salaries in Maine, and an Employment Panel featuring employers including Reed & Reed Construction, and Cianbro, discussing their focus on hiring women.
- The Maine Division of Vocational Rehabilitation provided exposure to trades careers to **20+ women with disabilities** through hosted workplace tours of apprenticeship and pre-apprenticeship sites, a “Building your Career in Construction” webinar, and a Virtual Career Exploration Workshops on apprenticeship.
- Through the Virtual CareerCenter and MDOL’s [Women in Construction website](#), MDOL promoted several workshops offered through the National Association of Women in Construction’s Women in Construction Week, including “Strategies for Balancing Career and Caregiving Responsibilities” and “Connecting Women to Construction Careers.”
- In the Central Western Maine Region, all **149 women** participants in WIOA and ARPA workforce programs received information on non-traditional occupations during career planning conversations.
- New Ventures Maine hosted **180+ young women at Trades for ME conferences** in Fairfield and Presque Isle. These events provide young women and gender-expansive youth the opportunity to participate in hands-on workshop experiences and learn about trades careers such as heavy equipment operation, welding, construction, plumbing & heating, public safety and many more. The next Trades for ME conference will be in Lewiston on May 29th.
- Maine CareerCenter and Division of Vocational Rehabilitation staff participated in job fairs, conducted presentations, and coordinated employer site visits at sites including Cianbro for **25+ young women** in partnership with 13 local high schools and youth centers.

Upcoming work includes:

- Public outreach campaign featuring videos of Maine women apprentices in construction careers to launch this spring.
- The Maine Apprenticeship Program and Vocational Rehab will run summer tours for youth in July and include virtual reality activities related to construction and manufacturing.

Develop industry-aligned skills

Since the EO signing last May, **150+ women across Maine engaged in new trades-focused training**, pre-apprenticeships, and education over the last several months, driven in part by the Governor’s executive order including:

- The Maine Apprenticeship Program registered **82 new women pre-apprentices** in non-traditional occupations since the Governor’s executive order launched last spring. This growth has been driven both by new program development with new trades-focused pre-apprenticeship programs launched in the last year (Maine Passive House, People’s Inclusive Welding) as well as intentional outreach efforts to women by existing programs such as Maine AFL-CIO and AGC Maine.
- Coastal Counties Workforce Inc.’s Green Jobs for ME grant is serving **nine women** pursuing training in the sector, including carpentry apprenticeships with Associated General Contractors of Maine, electrician training with the Maine Electrical Institute, and welders participating in the People’s Inclusive Welding pre-apprenticeship.

- The Governor’s Energy Office Clean Energy Partnership engaged **10 women** in trades courses this quarter, including a Clean Energy Training with Biddeford Adult Education and Energy Code Training by passivhausMAINE.
- The Competitive Skills Scholarship Program (CSSP) is supporting **16 women** with training in construction including architectural and engineering managers, carpenters, electricians, HVAC installers, heavy truck drivers, and welders since the launch of the Women in Construction Executive Order.
- Fedcap Maine in conjunction with Motive Solutions and Tandem Training Corporation issued **3 women** on the TANF-ASPIRE program Forklift Certificates. These Certificates are valid for 3 years and opens opportunities in manufacturing and as a forklift operator.
- Central Maine Community College partnered with the Southern Maine Women’s Re-Entry Center to run a CDL cohort and three welding cohorts for a total of **28 trainees**. They are working on a broadband technician cohort in the near future.

Upcoming work includes:

- MaineDOT and MDOL will partner on a pilot program to increase women CDL holders. Pending a competitive procurement, MaineDOT and MDOL anticipate a cohort of **40 women trainees** in 2025.
- AGC’s Maine Construction Academy is launching 16 cohorts this summer including two in partnership with women’s correctional facilities & re-entry centers, intending to serve 48 women. EducateMaine is launching a new pre-apprenticeship program in May focused on sustainable building practices, intending to serve at least 7 young women.

Connect to jobs and wraparound supports

In the year since the EO was signed, state agency partners connected **240+ women to jobs in non-traditional occupations with 50+ employers** through career fairs, apprenticeship, workforce programs and other initiatives inspired by the EO. Specific efforts include:

- The Maine Apprenticeship Program registered **102 new women apprentices** in non-traditional occupations since the Governor’s executive order launched last spring. The growth has largely been driven by an increase in new occupations such as diesel mechanic, foreman and marine construction technician as well as the addition of 48 new employer partners in the trades.
- MDOL’s CareerCenters hosted 32 job fairs across the state with **nearly 400 employers** in attendance, each featuring several construction or trade-related companies in attendance. Total jobseeker participation was 1,721, with hundreds of women in attendance. Examples included the Transportation and Construction Unlimited Expo (a collaboration among the Presque Isle CareerCenter, MaineDOT and the Northern Maine Development Commission) and the inaugural Renewable Energy Career Fair (co-hosted by Coastal Counties Workforce Inc. and the Greater Portland CareerCenter). As a result of these hiring events and other workforce services, MDOL and WIOA partners connected **130+ women in non-traditional jobs** in the last year as laborers, CDL drivers, welders, HVAC techs and more.
- MDOL’s Veterans Program team met with the U.S. Department of Labor’s Women’s Bureau to discuss their work with women hiring efforts, specifically female Veterans, in non-traditional work industries like construction. Maine’s efforts to promote construction occupations to women was highlighted, along with some success from the last Hire-A-Vet campaign which connected **four female veterans to construction careers** as welders, general laborer and trade shop supervisor.

- The Division of Vocational Rehab provided career counseling to **87 women with disabilities** interested in trades occupations, with at least three connecting to AFL-CIO and AGC construction academy pre-apprenticeships this quarter. Additionally, MDOL and GEO's Clean Energy Career Navigator provided job placement and/or navigation services to 17 individuals this quarter, with **four customers** identifying as female.
- Maine Permanent Commission on Status of Women, in partnership with DHHS and GOPIF, is continuing to explore opportunities to bolster **off-hour child care** for Maine families – something that is particularly necessary and impactful for parents in the construction industry. The group researched approaches from other states, including approaches to family, friend, and neighbor (FFN) care and is working on adding an “off hours care” search function to the childcare provider website.

Upcoming work includes:

- An upcoming meeting hosted by United Ways of Southern Maine and MaineAEYC will focus on corporate engagement in child care. The event, Creating Supportive Workplaces: Corporate Approaches to Child Care, will explore how businesses can support families and communities with child care initiatives.

Retain in respectful, safe, inclusive workplaces

Since the launch of the Governor's executive order, a new nonprofit group dedicated to supporting women in the trades was created (Tradeswomen of Maine) and key agency partners are engaging on preventing gender-based violence in their own and other construction workplaces. Specific efforts include:

- The **Tradeswomen of Maine** continues to convene women working in the trades throughout Maine for networking, support and mentorship. The group has hosted events with 50+ women in attendance, primarily in the Midcoast region, though aims to expand its reach once it becomes a formal 501c3.
- MDOL, in partnership with Maine Permanent Commission on the Status of Women, met with several stakeholders including Department of Defense, Veterans and Emergency Management to learn more about their program for reporting and preventing sexual violence, and to identify lessons for other industries. This research informed the development a **resource guide** on existing training and education resources aimed at ensuring safe and respectful workplaces for women in construction. Over the next month, the group will continue to test the resource guide with subject matter experts and target audiences before distributing to industry partners and programs across the state.
- MaineDOT continues to leverage its procurement process and in-house training program to support the entry and retention of more women into transportation careers and support businesses owned by women or other underserved populations. During the first quarter of 2025, **10 new interstate women-owned disadvantaged business enterprises (DBEs) were certified**, qualifying them to bid on MaineDOT projects and advance MaineDOT's goal around increasing the number of construction projects going to DBEs.

Upcoming work includes:

- The Maine Permanent Commission on the Status of Women, MDOL and other agency partners are exploring opportunities for **increased employer education on gender-based violence and harassment** as a workplace safety concern. Potential education options include a virtual training in partnership with MCCC as well as in-person trainings with MDOL's SafetyWorks.

Appendix A: 2025 State of Maine Strategic Plan to Support Women in Construction Executive Order

Strategy	Key Activities	2025 Targets (by Dec 2025)	Progress to Date (as of May 2025)
Raise career aspirations	Public outreach campaign: <ul style="list-style-type: none"> Create workforce storytelling videos featuring women, highlighting infrastructure careers Revamp and promote dedicated women in trades webpage to share stories & connect to jobs (building on current MDOL Women in Construction landing page for this work) 	5,000+ unique visitors to campaign website	858 visits to MDOL Women in Construction landing page
	CTE and K-12 outreach <ul style="list-style-type: none"> Reach out to young girls in CTEs to raise awareness about broadband careers Expand MaineDOT outreach in high schools Prepare and support young women (grades 9-12) to address challenges they may face upon entering STEM fields such as CE&EE through an out-of-school leadership program supported by local mentors (MMSA) Partner with schools to bring VR clients to trades career fairs 	500+ young women reached in outreach events & programs	209 youth engaged
	CBO partnership and outreach <ul style="list-style-type: none"> Conduct broadband career info sessions for women's groups and community partners Expand engagement with Women in Transportation (WTS) and partnership opportunities to highlight opportunities Offer "Why The Trades?" Workshop at both women's facilities Host employer panels at Southern Maine Re-entry Center 	1,000+ adult women engaged in outreach events and programs	601 adult women engaged
Develop industry aligned skills	Expanded training & pre-apprenticeships <ul style="list-style-type: none"> Expand the fiber optic training course to more community college campuses Launch training cohorts with Adult Ed to train women to obtain CDL Deliver short-term trainings for builders and carpenters on Maine's Uniform Building Energy Code and High-Performance Building, and other education and outreach (phME) Continue MCCS and DOC partnership to train 100+ women in re-entry in infrastructure careers Develop and support cohorts of women to gain industry recognized credentials and enter infrastructure jobs Dedicate funding for women and other populations pre-apprenticeship cohorts in trades 	350+ women trainees in trades courses & NTO pre-apprenticeship	150+ women trainees in trades & NTO pre-apprenticeships
Connect to jobs &	Childcare supports <ul style="list-style-type: none"> Provide employer education through webinars and focus groups on existing childcare subsidies & explore opportunities for further child care investment, including for rural, BIPOC, and immigrant women 	20+ employers provided childcare resource info	8 employers engaged on childcare resources

wraparound supports	<p><i>Job matching and navigation services</i></p> <ul style="list-style-type: none"> • Train career advisors to promote construction careers with women participants in vocational rehabilitation, adult education, and other workforce programming • Offer 1:1 career counseling to all fiber optic technician training graduates to connect to broadband careers • Partner with construction employers to interview and place trained women in jobs after release • Organize and promote regional women-focused construction job fairs featuring hands-on trade exhibitions, in coordination with seasonal training and employment opportunities • Create new registered apprenticeship program at MaineDOT for employees 	<p><i>750+ adult women engaged in career advising or job fairs</i></p> <p><i>300+ women connected to NTO jobs or apprenticeships</i></p>	<p><i>300+ adult women engaged in career advising or job fairs</i></p> <p><i>240+ women connected to NTO jobs or apprenticeships</i></p>
Retain in high-quality, safe & respectful jobs	<p><i>Employer Education on Worker Safety & Inclusion</i></p> <ul style="list-style-type: none"> • Design, create, and launch online training badge for construction employers that supports culturally responsive, safe, and inclusive workplaces • Incorporate safety training into all MCA-affiliated programs to increase retention • Develop a code of conduct for inclusion in contractor awards • Provide Windmills training on disability inclusion to top construction employers & train apprenticeship mentors at top construction apprenticeship sponsors as job coaches to support individuals with disabilities • Coach employers in using gender-neutral language for construction job postings 	<p><i>50+ employers / contractors participate in inclusion training</i></p>	<p><i>10 employers</i></p>
	<p><i>Workforce Data Collection</i></p> <ul style="list-style-type: none"> • Exploring how to collect additional information from contractors and subcontractors including total number of workers, percent of women workers, median wages, and availability of benefits such as training and childcare 	<p><i>In progress</i></p>	