



Women in Construction Executive Order

Progress Report: September 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.

Agency and education partners set metrics to track progress, aimed at advancing the overarching goal of increasing women’s representation in construction by connecting 1,000 additional women to construction careers over the next three years (2025-2027). A summary of agency actions and target metrics to advance these strategies in 2025 is in the appendix. The following provides a recap of key actions taken over summer 2025 to advance the Women in Construction executive order:

Identify resources to sustain and expand the initiative

Amidst an uncertain federal funding and policy climate, a significant emphasis this quarter was identifying and securing funding to support focused women in trades efforts including:

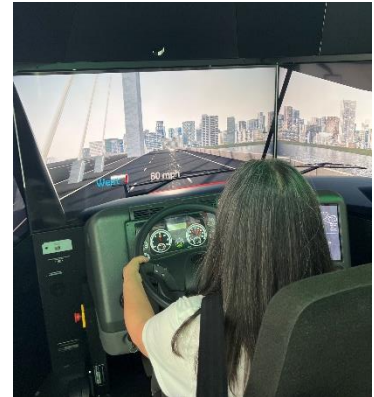
- MDOL supported the Central Western Maine Workforce Board to apply for [US DOL’s Women in Non-traditional Occupations and Apprenticeships \(WANTO\) grant](#) in partnership with the AFL-CIO and Tradeswomen of Maine. If awarded, the \$750,000 grant will build capacity for the Tradeswomen of Maine to recruit women to participate in apprenticeships and provide technical assistance to employers on retention strategies. The grant will support 150+ women in construction apprenticeships, pre-apprenticeships and trainings.
- Highlighting statewide enthusiasm in advancing women in trades, two other Maine-based organizations submitted applications for the WANTO grant including the **Associated General Contractors of Maine (AGC)** and **passivhausMAINE**. AGC Maine’s application focused on building the construction skills of women in corrections and re-entry centers, while passivhausMAINE’s application expanded their sustainable building pre-apprenticeship program for women and non-traditional workers.
- The Maine Apprenticeship Program (MAP) applied for and was awarded [two US DOL apprenticeship grants](#) and 1 [Northern Border Regional Commission \(NBRC\) Grants](#), totaling **nearly \$6 million** to be spent over a 3-year period. The grants will support **nearly 2,500 apprentices and pre-apprentices** throughout Maine, with a focus on expanded apprenticeships for trades as well as education and healthcare occupations, with an emphasis on rural counties. Additionally, AGC was awarded ~\$500,000 in NBRC grant funding to expand their Maine Construction Academy pre-apprenticeship programs in rural Maine counties. A portion of these awarded grants will explicitly focus on women in trades pre- and registered apprenticeships.
- MDOL supported the Tradeswomen of Maine to apply for the **Maine Community Foundation Women’s Fund**. The \$30,000 grant, if awarded, will provide capacity support to the Tradeswomen of Maine to pilot a mentorship program. The program will pair working tradeswomen with new

women in the field to provide a trusted voice to navigate topics including, workplace safety, career advancement, and general networking support.

- DOC is leading a collaborative effort in partnership with MDOL, MCCS, and UMaine system to apply for a **Jobs for the Future Fair Chance to Advance grant**. The grant would provide \$2M+ in funding and technical assistance to a cohort of states to design and implement coordinated policies that create pathways to quality jobs for people who are or have been incarcerated. The grant will focus broadly adults in re-entry but will have an explicit lens on women in trades, with AGC and MaineWorks as named partners.

Raise career aspirations: To encourage women to pursue opportunities in the trades and ensure they can see themselves in these careers, state agency partners advanced the following:

- The Maine Apprenticeship team is developing a **public outreach campaign** featuring videos of Maine women apprentices in construction careers to launch this fall. The campaign will drive Mainers to connect with upcoming trades training and career opportunities on a new Women in Trades webpage. One [video featuring Maine Passive House apprentices](#) is complete, and the second will feature a woman apprentice employed by Maine Laborers Union.
- The Augusta CareerCenter held four “Fix It, Build It, Be It” workshops to **promote trades career opportunities to non-traditional candidates**, focusing on women. The series highlighted careers in construction, transportation, skilled trades and clean energy. The workshops included employer partners such as MaineDOT, Irving Paper, and Horch Roofing, and participants were able to try out careers such as truck driving with Maine Motor Transport Association’s virtual reality driving simulator (*pictured here*). After the workshops, several participants were connected with training opportunities and one older worker looking for a career change was connected to a job opportunity at Versant Power.
- The Maine Apprenticeship Program and Vocational Rehab ran **summer apprenticeship site tours** for 10 young with disabilities (two young women) in July, including visits to Freda Farms and People’s Inclusive Welding.



Upcoming events include:

- **Common Ground Fair (September 19-21, Unity):** MDOL and Tradeswomen of Maine will promote women in trades career opportunities in brief presentations at the Common Ground Fair on Friday at 11am, Saturday at 5pm, and Sunday at 11am in the Energy and Shelter Tent.
- **Maine Career Construction Days (October 9th, Bath):** Sponsored by the National Association of Women in Construction Maine (NAWIC) and AGC, this annual event brings hundreds of local high school and CTE students together to meet with construction employers and participate in hands-on demonstrations.
- **Trades for ME Conference (October 10th, Calais):** New Ventures Maine partners with local schools and employers to bring young women together to learn about careers in the trades, participate in hands-on demonstrations and connect with training and apprenticeships.

Develop industry-aligned skills: To create more accessible on-ramps for women and build their technical skillsets to prepare for construction careers, state agency partners advanced the following this quarter:

- MaineDOT partnered with MDOL to make \$300,000 in funding available for public workforce partners to **provide CDL training to at least 40 women participants** in Penobscot, Washington and Hancock counties, with the aim of filling MaineDOT vacancies in these counties. A competitive request for applications from workforce system training providers (e.g., MCCS, Adult Ed, WIOA partners) is live and is due on September 26th.
- The Maine Apprenticeship Program registered **40+ new women pre-apprentices** in non-traditional occupations this quarter driven in part by the creation of three **new women’s focused pre-apprenticeship programs**, inspired by the Governor’s Executive Order. Educate Maine and passivhausMAINE launched a new pre-apprenticeship with 9 young women and gender-expansive youth focused on sustainable building materials. ReVision Energy launched its first cohort “Women in Solar” pre-apprenticeship, which included a PV Associate course, OSHA-10, and solar installation site visit and learning day (pictured at right). Lastly, AGC partnered with Maine Works, Cecil’s House, and the Southern Maine Women’s Re-entry Center to train women in re-entry and recovery through the Maine Construction Academy pre-apprenticeship. Three women from Southern Maine Re-entry Center immediately connected to construction jobs in their work-release program after the pre-apprenticeship.
- The Maine Community College System’s Harold Alfond Center for the Advancement of Maine’s Workforce launched a Construction Industry Workforce Partnership in March 2025. The goal of the partnership is to develop and implement industry led workforce training strategies to increase skilled construction and trades workers in Maine. The partnership includes 50 statewide partners across industry, education, unions and the workforce development system. The partnership is structured with a steering committee and three action teams focused on carpentry, HVAC technicians and heavy equipment operators. **Of the 32 steering committee and action team members representing the construction industry, 31% are women.**
- Ongoing training programs funded by MDOL, WIOA, and the Governor’s Energy Office Clean Energy Partnership (CEP) saw increased participation of nearly **50 additional women** this quarter due to targeted outreach and jobseeker education efforts including:
 - 10 new women are pursuing trades-focused education and training with Competitive Skills Scholarship Program (CSSP) and Coastal Counties Workforce Inc.’s Green Jobs for ME grant support to become welders, architectural and engineering managers, carpenters, electricians, HVAC installers, heavy truck drivers, and welders.
 - 39 women received clean energy/ energy efficiency training last quarter through the 2024 CEP-funded training programs



Upcoming events include:

- **passivhausMAINE Pre-apprenticeship at Juniper Build (October 8, Peaks Island):** A cohort of seven young women and gender-expansive youth will participate in a job shadow at Juniper Build + Design on Peaks Island as part of their sustainable building materials pre-apprenticeship.

- **Women in Re-Entry Fiber Optics Training (October 6th):** In partnership with DOC, Maine Connectivity Authority and Central Maine Community College, 10 women at the Southern Maine Re-entry Center will begin training to become fiber optic technicians on October 6th.

Connect to jobs and wraparound supports: State agency and workforce partners provided career counseling, case management and supportive services to connect women to careers in trades including:

- The Maine Apprenticeship Program registered **39 new women apprentices** in non-traditional occupations this quarter. The growth has largely been driven by an increase in new occupations such as electricians and carpenters as well as 10 new employer partners in the trades.
- The Division of Vocational Rehab provided career counseling, relevant job and training opportunities to **98 women with disabilities** interested in trades occupations, with six women with disabilities starting full-time apprenticeships or pre-apprenticeship with the Laborer's Union, ReVision Energy, Maine AFL-CIO and People's Inclusive Welding. DVR also supported two women with disabilities in attaining their OSHA-10 and CPR certifications as part of a new CredQuest program that provides training that leads to a credential and work experience.
- Maine CareerCenters supported **80+ construction employers** this quarter through targeted hiring fairs, job site tours, workshops, and recruitment assistance, with focus on increasing their efforts hiring and supporting women. Additionally, CareerCenter staff supported **60+ women** this quarter with individualized career counseling focused on connecting to trades careers and training.

Retain in respectful, safe, inclusive workplaces: To address workplace culture barriers that prevent women's retention in construction, state agency partners advanced the following efforts:

- The Maine Permanent Commission on the Status of Women (MePCSW), MDOL and other agency partners are exploring opportunities for increased outreach and education on **gender-based violence and harassment as a workplace safety concern**. MePCSW met with the Maine Human Rights Commission to understand current complaint reporting processes and identify opportunities to raise awareness about this process among women working in the trades.
- The Maine Apprenticeship Program and MePCSW are partnering with the Maine Community College System (MCCS) to **develop an online module on creating a safe, inclusive workplace**. The brief course is intended to create baseline understanding about workplace violence and sexual harassment on worksites among Maine's construction employers and supervisors. The course, which will go live this winter, also provides several resources for employers to prevent, address and mitigate workplace violence.
- The **Tradeswomen of Maine** continued to host social and professional development events for women working in the trades in the Midcoast region. The group, supported by MDOL and Educate Maine, applied for a grant to pilot a mentorship program for new tradeswomen. Their next social event is October 19 in Rockland.

Upcoming work includes:

- MDOL and MePSW will continue work with partners such as Maine Human Rights Commission and Maine Coalition Against Sexual Assault to review current harassment complaint reporting processes, existing sexual harassment and safety training, and related legislation to inform **recommendations to increase worker safety on worksites**.

Featured women in trades success stories

- A woman in MDOL's Vocational Rehabilitation program was referred to the Maine AFL-CIO's Union Construction Academy. Prior to enrolling in the pre-apprenticeship, she held seasonal work at LL Bean and had encountered career challenges related to neurodiversity and mental health. She successfully completed the program in the spring, subsequently securing interviews with multiple employer partners. She is **now employed full-time as a laborer with S&F Concrete**, earning \$25.00 per hour and represented by Laborers Local 327.
- A **laid-off worker** from the Maine State Library's STEM program after 10 years participated in the MDOL's re-employment program (RESEA). During the program, she was encouraged to attend the Fix It, Build It, Be It workshop at her local CareerCenter, where she learned about careers in the skilled trades and welding. After the workshop, she **decided to pursue a career change** and registered for a **welding** course at the community college.
- The ReMaine Clean Energy Internship Program, administered by Northeast Energy Efficiency Partnerships and funded through a GEO Clean Energy Partnership grant, shared that a **Weatherization Technician intern** completed her program this quarter at the Worthmore Group. The young woman, Chloe, was offered a full-time role and accepted the position.
- CG is a **female veteran with justice involvement**. With support through QUEST, CG participated in AGC's Maine Construction Academy pre-apprenticeship. Upon successful completion, she received construction credentials such as OSHA 10 and National Center for Construction education and Research (NCCER) Core Certificate. CG was hired by Maine Works as a heavy-duty construction laborer, supported through a QUEST On-The-Job training contract.

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 Sept 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	1,300+ 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	213 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	701 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 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	275 women trainees in trades & NTO pre-apprenticeships

Connect to jobs & wraparound supports	<i>Childcare supports</i> <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 	<i>20+ employers provided childcare resource info</i>	<i>8 employers engaged on childcare resources</i>
	<i>Job matching and navigation services</i> <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 	<i>750+ adult women engaged in career advising or job fairs</i> <i>300+ women connected to NTO jobs or apprenticeships</i>	<i>595 adult women engaged in career advising or job fairs</i> <i>282 women connected to NTO jobs or apprenticeships</i>
Retain in high-quality, safe & respectful jobs	<i>Employer Education on Worker Safety & Inclusion</i> <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 	<i>50+ employers / contractors participate in inclusion training</i>	<i>10 employers</i>
	<i>Workforce Data Collection</i> <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 	<i>In progress</i>	