



2016 Annual Report on

Maine Apprenticeship Program

Submitted by
Maine Department of Labor
Bureau of Employment Services

March 2017

Maine Apprenticeship Program 2016 Annual Report

For the Period January 1, 2016 – December 31, 2016

Prepared for:

Governor Paul R. LePage

The Joint Standing Committee on Labor,
Commerce, Research and Economic
Development

The Joint Standing Committee on Education
and Cultural Affairs

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2016 Program Highlights

- At the close of 2016, the apprenticeship program had served **1220** apprentices actively working on industry-recognized skill certifications.
- Apprentices who completed their programs during 2016 saw an average wage increase of 21 percent from program start to program end.
- Estimated gross hourly wages paid by employers to Maine apprentices were \$44,206,365.
- Veterans comprised 17 percent of registered Maine apprentices, while veterans made-up approximately 13 percent of Maine's total population.

2016 in Numbers

| | |
|---|------------|
| Total taxpayer dollars spent | \$ 444,504 |
| Average annual gross wages of apprentices | \$37,117 |
| Total served (new/active/completed/cancelled) | 1,220 |
| Total new apprentices registered | 523 |
| Total apprentices completing programs | 230 |
| Total apprentices cancelled prior to completion | 251 |
| Percentage of apprentices in nontraditional occupations (NTO) | 7% |
| Average starting hourly wage rate of all current apprentices | \$16.44 |
| Average ending hourly wage rate at completion | \$23.44 |

2016 Demographics

| TOTAL | MALE | FEMALE | NTO | MINORITY | VETERAN |
|-------|------|--------|-----|----------|---------|
| 1220 | 990 | 230 | 80 | 57 | 213 |

About Apprenticeship

The Maine Apprenticeship Program (MAP) is an employer-provided, nationally recognized workforce training program developed in collaboration with individual employers. Apprenticeship programs engage employees in learning skills specific to their occupation both on the job and through a minimum of 144 hours per year of formal coursework. The program has worked collaboratively with employers/sponsors since 1941 and has maintained sponsors for this duration, including Bath Iron Works. Apprenticeship is a time-proven, effective training model that continues to innovate and adapt to meet employers' needs for skilled labor and workers' need for good wages with a clearly defined career pathway to advancement.

Apprenticeship can be sponsored by an individual employer, a group of employers such as a trade association, or by a trade union through a joint apprenticeship training committee that is comprised of union and management members engaged in bargaining agreements. Apprentices can be new-hires or employers can select current employees to join the apprenticeship program to advance their skills and move them up the business' career ladder. Statute requires apprentices be at least 16 years old (18 years old for certain occupations) and be employed to learn an apprenticeable occupation. Apprentices must be capable of and engaged in learning all aspects of the occupation through a combination of on-the-job training and successful completion of classroom coursework. Apprentices take classes offered either directly by their employer, online, or through a traditional college or university.

It takes one to five years for an apprentice to become proficient in a particular occupation. In 2016, the average length of apprenticeship programs in Maine was 3.3 years. Apprentices enter into a formal agreement with their sponsor, who agrees to provide the

apprentice with an incremental wage schedule in return for skill proficiency attainment throughout the duration of their program.

2016 Maine Apprentice Age Demographics

| Age Range | Median Age | Average Age | Mode |
|---------------|------------|-------------|----------|
| 17 – 72 years | 29 years | 31.5 years | 24 years |

As part of a national program, Maine apprentices earn a nationally recognized skill certificate upon successful completion. In Maine, apprentices also have the opportunity to earn an Associate’s degree in their trade skill area through a partnership with the Maine Community College System. The Trades and Technology Occupations degree (TTO) allows apprentices who matriculate to complete a two-year degree over a four- to five-year period. In addition, apprentices can earn up to 24 college credits for successful completion of their on-the-job skill program (at 6 credits per year for up to four years).

Apprentices receive a paycheck from the start of their apprenticeship program, earning wages while they learn on the job. Apprentices get hands-on training from a mentor at the job site to assure job proficiency and are engaged in classroom learning activities to support on-the-job learning. Many apprentices complete a college degree while apprenticing and benefit from significant savings in college costs (the program pays up to 50 percent of the cost of tuition and most employers pay the remainder or a portion of the remainder), but also complete their degrees at the top of the wage scale for their occupation.

Benefits for Employers/Sponsors

Maine employers/sponsors can increase their competitive edge by ensuring their employees hold the highest, nationally recognized, industry skill credentials. The Maine Apprenticeship Program provides technical assistance to employers/sponsors in program development and/or customization of skill standards, as well as cost assistance with on-site instructor training in areas such as adult learning and train-the-trainer skills, or skill certifications required for new processes. In addition, apprenticeship provides industry sponsors with a voice in the workforce education and training system and links them to other workforce assistance programs and resources.

Sponsors benefit from apprenticeships because they:

- Provide a formal, affordable, industry-endorsed, skill-development model.
- Attract self-directed individuals interested in attaining the skills the company requires.
- Require a formal commitment from the apprentice, improving employee retention.
- Assure a business' customers that services and products are provided by industry experts deemed proficient via national certification and credentialing processes.
- Improve worker productivity, quality, and safety.
- Allow sponsors to pay wages commensurate with ability and increases competitiveness in the bidding arena for federally funded contract work.

- Equip journey-worker experts with guides and methods to impart skills to new and advancing members of their workforce.
- Link companies to additional workforce development programs and resources and provide a venue for them to voice their workforce needs to a broad stakeholder system.

Becoming a registered apprenticeship sponsor is easy. Businesses, with the assistance of MAP staff, are involved in every step of designing their apprenticeship program. Apprenticeship templates exist for many occupations that can be customized to meet the employer's specific workforce needs. The first step in developing the apprenticeship program schedule and agreement requires the employer to review a set of occupational skill standards and/or an existing apprenticeship template provided by MAP staff to identify what their apprentices need to learn on the job, as well as the type and level of classroom training they will require. The sponsor must then commit to providing a safe work environment, appropriate supervision and training during the on-the-job learning component, decide upon an incremental wage schedule, and decide how individuals will be recruited and selected for their apprenticeship program. Once these decisions are made, the business-specific program schedule and agreement are put before the Maine Apprenticeship Council, which reviews and approves the new sponsor and its occupational program. In most cases, the approval process is completed in 10 days or less.

Benefits for Apprentices

The key benefit to apprenticeship is that it is an earn-while-you-learn, skill-training program allowing the apprentice to attain an advanced skill level while at work. In addition, apprentices:

- Achieve a portable, nationally recognized skill credential.
- Can earn an Associate's degree at a fraction of the cost.
- Receive extensive on-the-job training from an experienced mentor.

- Earn incremental wage increases commensurate with skill attainment.
- Are exposed to both formal theoretical knowledge and technical hands-on experience using state-of-the-art equipment and tools and partaking in work processes not ordinarily available through traditional educational pathways.

Benefits for the State of Maine

Apprenticeship:

- Strengthens local economies by developing highly trained and educated workers.
- Is demand-driven, eliminating mismatch between skills taught and skills employers need.
- Provides a customized, long-term solution to filling skill gaps facing industries as workers retire.
- Offers an affordable talent development approach for the workforce system that results in required outcomes.

2016 — Year in Review

During calendar year 2016, total expenditures of \$444,504 supported a total of 1,220 apprentices. The number of active sponsors ranged from 42 to 59, with some being cancelled, others became dormant as apprentices completed programs and others registering as apprenticeship sponsors for the first time, and some re-activating with the hire and registration of new apprentices. At the end of 2016, MAP had 59 active employers sponsoring 83 occupational programs, a 29 percent increase in employer participation since the end of 2015.

Eleven new companies registered apprenticeship programs in 2016

Central Maine Meats – Butcher

Gorham Health Care – Certified Nursing Assistant

Basix Automation Integrators, Inc. – Electrician

Patten Tool and Engineering, Inc. – Machinist

OHI – Case Manager

Blaiklock Carpentry – Carpenter

Five Funeral Practitioner Programs – Bragdon-Kelly, Jones, Rich and Hutchins, Gallant, Kiley and Foley and Autumn Green Funeral Home

Sponsorship of occupational programs expanded by Seven in 2016

Cianbro – Pre-Apprenticeship Program

Maine General Medical Center – Medical-Surgical RN; Critical Care Unit RN, Mental Health RN, Certified Nursing Assistant

Ken L. Electric – Plumber

Plumbers and Pipefitters Local Union 716 – Administrative Assistant

Apprenticeship data moved to the federal system

All apprentice and sponsor records were moved to the web based, federally supported Registered Apprenticeship Partners Information Data System (RAPIDS) in the spring of 2016. It was necessary for us to move our records to a new data management system, as our former data system was deactivated in July of 2016. RAPIDS has been working well for the MAP as it provides easy access to apprenticeship data for apprenticeship staff and allows sponsors to register, cancel and manage their own apprentices electronically. Adopting the RAPIDS system has decreased the amount of paperwork required for both the sponsor and the MAP office.

Strategic Partnerships Focus

Apprenticeship program staff continuously looks for opportunities to leverage resources and connect with associations, agencies and partners to expand apprenticeship in Maine:

- Industry associations looking to expand apprenticeship opportunities include: Associated General Contractors of Maine, Home Builders and Remodelers Association of Maine, Maine Automobile Dealers Association; Maine Manufacturing Extension Partnership (MEP) and Maine Manufacturer's Association (MAMe) to expand apprenticeship programs in manufacturing; Maine Maritime Trades Association; Maine Funeral Directors Association and the Maine Organic Farmers Association.

- Education providers including but not limited to: Career and Technical Education (CTE) programs to develop pre-apprenticeships for youth; Maine's Community College System, and Adult Education partners to develop pre-apprenticeships for adults.
- Workforce development partners including local workforce investment boards and their service providers and the Maine Department of Economic and Community Development.

Apprenticeship as a workforce-training model was heavily emphasized in Maine's five-year strategic workforce plan, piquing program interest amongst employers and job seekers. The apprenticeship program office is persistently working with employers to keep pace with the increase in demand. As the program's funding is tight, apprenticeship staff works diligently to forge new relationships that will create opportunities to collaborate with employers, workforce groups and other state agencies to align resources to develop new apprenticeship programs in Maine's high-growth, high-wage industries.

Maine Apprenticeship Council

Twelve voting members of the Maine Apprenticeship Council (MAC) are appointed by the Governor; four additional non-voting members are appointed by the Maine Department of Labor (MDOL) commissioner or the president of the respective agencies. The MAC is required by both federal and state apprenticeship statute. The MAC meets on a quarterly basis to advise the MDOL, or as required for the purpose of reviewing and approving programs, and addresses issues and recommends additions or changes to Maine Apprenticeship programs, policies and processes. The MAC also serves to advise the State Workforce Board on matters pertaining to apprenticeship. The primary objectives of the MAC are to ensure that: programs fall within the parameters of apprenticeable occupations; program standards meet or exceed statutory requirements; program sponsors provide for the adequate and safe training of apprentices; and sponsors offer equal access to apprenticeship programs.

The Maine Apprenticeship Program would like to acknowledge and thank current and past members for their dedicated service to the program:

Chris Trider (Chair)

Robert Bourgault

Jennifer Boynton

Dawn Croteau

Bruce Davis

Richard Fecteau

Denise Garland

Jennifer McKenna

Peter Osborne

Gail Senese

Allan Shepard

Marion Sprague

Brian Watson

Trisha Mosher

Administrative, Public and Retail Services

Administrative Assistant
Automotive Service Technician
Butcher
Cosmetology/Hair
Replacement
Office Manager

Health and Social Services

Case Manager
Certified Nursing Assistant
Critical Care Unit RN
Emergency Care RN
Float Nurse
Front Line Nurse Leader
Funeral Practitioner
Medical-Surgical RN
Mental Health RN
Ocularist
Veterinary Technician

Construction Trades

Architectural Drafter
Carpenter
Construction Craft Laborer
Electrician
Inside Wireman
Lineworker
Maintenance Technician
Metal Fabricator
Millwright
Painter
Plumber
Pipefitter
Rigger
Sheet Metal Worker
Sprinkler Fitter
Telecommunications Technician
Tele-data Technician
Welder

Education

Child Development Specialist
Education Technician II, III
Head Start Teacher I, II, III, IV

Ship Building and Maintenance

Electrical Designer
Hull Outfit Designer
HVAC Designer
HVAC Installation and Service
Machinist
Maintenance Mechanic
Marine Electrician
Pipefitter
Shipfitter
Tinsmith

Manufacturing

Cabinet Maker
Electrical Instrument Technician
HVAC Technician
Machinist
Maintenance Technician
Manufacturing Technician
Mechanical Harvester Operator
Waterworks Technician

Active Sponsors 2016

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|---|-------------------------|
| Advantage Funeral Services | Portland |
| Aroostook Medical Center | Presque Isle |
| Autumn Green Funeral Home | Alfred |
| Bath Iron Works | Bath |
| Black Management Company | Springvale |
| Blaicklock Carpentry | Woolwich |
| Blais and Hay Funeral Home | Westbrook |
| Boston Ocular Prosthetics, Inc. | Jackson |
| Bragdon-Kelly Funeral Home | Ellsworth |
| Brookings Smith Funeral Home | Bangor |
| Central Maine Motors Auto Group | Waterville |
| Central Maine Meats | Gardiner |
| Cianbro | Pittsfield |
| Clover Manor, Inc. | Auburn |
| Dennet-Craig and Pate Funeral Home | Saco |
| Eastern Fire Protection Services Company | Bangor |
| Everett J Prescott, Inc. | Gardiner |
| Finishing Trades Institute of Roslindale | Roslindale, MA |
| Gallant Funeral Home | Waterville |
| Hairbuilders | North Vassalboro |
| Hall Funeral Home | Waldoboro |
| Hobbs Funeral Home | South Portland |

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| Hope Memorial Chapel | Biddeford |
| IBEW 1253, Augusta Electrical JATC | Fairfield |
| IBEW 567, Portland Electrical JATC | Lewiston |
| Interstate Electrical Services, Inc. | Westbrook |
| Irving Woodlands LLC | Fort Kent |
| Jones, Rich & Hutchins Funeral Home | Portland |
| Ken L. Electric, Inc. | St. Agatha |
| Knowlton, Hewins and Roberts Funeral Home | Augusta |
| Kennebec Valley Community Action Program | Waterville |
| Kiley and Foley Funeral Service | Brewer |
| Knowlton, Hewins & Roberts Funeral Home | Augusta |
| Lamson Funeral Home | Millinocket |
| Lawry Brothers Funeral Home | Fairfield |
| Lincoln County Healthcare | Boothbay Harbor |
| Maine General Medical Center | Augusta |
| Massachusetts and Northern New England Laborer's District Council | Hopkinton, MA |
| McIntire-McCooey Funeral Home | South Berwick |
| Mid State Machine Products | Winslow |
| Northern New England Carpenters | Hopkinton, MA |
| Northern New England District Carpenters | Augusta |
| OHI | Hermon |
| Panolam Industries International, Inc. | Auburn |
| Patten Tool and Engineering | Kittery |
| Penobscot Bay Healthcare | Rockport |

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|--|----------------------|
| Plumbers and Pipefitters UA Local 716 | Augusta |
| Portsmouth Naval Shipyard | Kittery |
| Pratt and Whitney dba United Technologies | North Berwick |
| Saint Mary's Healthcare System | Lewiston |
| SEABEE Electric | Scarborough |
| Sheet Metal Workers Local 17 | Lewiston |
| Shorey Nichols Funeral Home | Pittsfield |
| STDC, Inc. (Dan & Scott's Cremation & Funeral Services) | Farmington |
| Thomas Moser Cabinetmakers | Auburn |
| Plumbers and Pipefitters UA716 | Augusta |
| Veilleux Funeral Home | Waterville |
| Wayne J. Griffin Electric, Inc. | Holliston, MA |
| Winthrop Water District | Winthrop |

Looking Forward – Plans for 2017

Apprenticeship is featured and woven throughout the approved unified Maine workforce plan for 2016 – 2018 as a tool to address current skill gaps and projected gaps facing Maine employers. Apprenticeship is one of the only remaining state-funded, industry-led, incumbent-worker training programs—one that can be aligned with other federal and state workforce-development programs which financial resources can be leveraged to help with the costs of both on-the-job training and related instruction courses for apprentices recruited from eligible participant pools. Collaborative outreach efforts focused on identifying workforce partners will continue with a focus on working with industry partners to develop apprenticeship opportunities in information technology and expand apprenticeship opportunities in healthcare and precision manufacturing occupations.

Apprenticeship staff will focus much of their time in 2017 on identifying and developing relationships with associations to register group non-joint sponsorships. Associations typically have multiple employer members with similar workforce development needs. Registering associations as apprenticeship sponsors is the most efficient and effective way to expand the numbers of apprentices served in Maine without overburdening either the employers or the MAP office with administrative tasks associated with registering and monitoring apprentices. It is anticipated during the first few months of 2017, the Home Builders and Remodelers Association of Maine will become the first group non-joint sponsor of apprentices and pre-apprentices in Maine.

Registered pre-apprenticeship programs are designed to facilitate the entry and ultimate success of individuals who enter into registered apprenticeship programs. These programs have a documented partnership with at least one registered apprenticeship program sponsor and together they connect and expand the participant's career pathway opportunities with industry-

based training coupled with classroom instruction. The development of registered pre-apprenticeship programs for youth and adults in Maine's high-growth, high-wage industries will help our workforce bridge the gap between the skills they have and the skills employers need their entry-level workforce to possess. Pre-apprenticeship training can help sponsors streamline the recruitment process of new apprentices, align preparatory training with apprenticeship standards and increase the retention rate for registered apprenticeship participants.

The development of pre-apprenticeship programs in Maine will be an important focus of MAP staff in 2017. To expand pre-apprenticeship opportunities, staff will work closely with existing apprenticeship sponsors to communicate and articulate their eligibility and qualification requirements to CTE and adult education program leaders. The development of pre-apprenticeship programs and intentional career pathways from CTE and adult education programs to registered apprenticeship programs will help to advance Maine's workforce. By collaborating with employers, industry associations, workforce development partners and education providers we can ensure our apprenticeship and other workforce training programs are meeting Maine employers' workforce needs and our limited financial resources are aligned and being used wisely.

Apprenticeship Training for Success

Registered Apprenticeship was formally implemented in the United States through the enactment of the National Apprenticeship Act in 1937 and was adopted in Maine in 1941. Despite being a long-standing, low-cost, highly effective workforce training and retention method, apprenticeship is largely unknown, often misunderstood, and generally underutilized. Across the United States, only about 0.2 percent of workers are trained through apprenticeship programs.¹ Businesses and potential apprentices often mistakenly believe apprenticeship training is only

applicable to workers in traditional apprenticeship trades such as construction. The expansion of apprenticeship into new sectors and nonunionized workplaces is both possible and practical.

For Maine's high-growth, high-wage sectors that often experience difficulty attracting a skilled workforce, apprenticeship could be an effective tool to help them "grow their own" skilled employees. Apprenticeship programs are a viable alternate college pathway for Maine people who seek a post-secondary degree. Apprenticeship is a proven training method that, when put into practice, helps employers narrow the skills gap and supplies them with the skilled, dedicated workforce they need to be competitive in today's global economy.¹

The Maine Apprenticeship Program has successfully leveraged existing Community College and Maine Quality Center programs and is working toward fully integrating registered apprenticeship into State and Local Workforce Development Board strategies. MAP will continue to leverage training dollars and other resources by collaborating with businesses, communities and education and workforce partners to expand Maine apprenticeship programs. The apprenticeship program is positioned to grow and to significantly expand apprenticeship opportunities for workers into high-wage, high-demand occupations such as those found in healthcare, precision manufacturing and information technology, but we need to increase the financial resources allocated to the program. Without an increase in funding, the apprenticeship program will continue to support existing sponsors and programs, but will not expand to become a major catalyst in developing a skilled workforce to meet the demands of Maine's high-wage, high-demand businesses.

¹ *Training for Success – A Policy to Expand Apprenticeships in the United States*, Ben Olinsky and Sarah Ayers, The Center for American Progress, December 2013.

Apprenticeship Success Stories



Name: Denis Lehouillier

Occupation: I.B.E.W. Electrician, currently E.S Boulos

Industry: Electrical

Salary: Hourly with Benefits

Location: Current job site Portsmouth, NH

Personal Quote: The I.B.E.W apprenticeship program has been great. Between a full electrical education from D.C. Theory to fire alarms to on the job training. I was taught the skills I needed to not only perform my duties and receive great pay and benefits but also pass my Maine State exam for Journeyman Electrician.

Success Story: For years I was a subcontractor doing hardwood flooring. Things were great until the economy crashed. I went from making a living to wondering how I was going to pay my bills. I then got my Class A driver's license and drove tractor trailers until I was diagnosed with diabetes and was let go. Again in a slump, I thought about going back to flooring. The economy at that time still wasn't great. While researching my options I decided to look into the electrical apprenticeship offered at I.B.E.W. 567 in Lewiston. I was accepted into the program in 2010, and started working before my classes started. I graduated from the program in 2015 with my Journeyman's license as an electrician and am currently working on a building a new Pharmaceutical manufacturing plant. I wouldn't be where I am today had it not been for the apprenticeship training program.



Name: Brianne Blaschke

Occupation: Critical Care RN, MaineGeneral Medical Center

Industry: Medical

Location: Augusta, Maine

Personal Quote: The Critical Care Residency Apprenticeship program has given me the tools and support I need to succeed in my new position. Knowing that I'm not alone and that I am well supported gives me the confidence I need to take on new challenges, care for myself, and provide my patients with the nursing care they need.

Success Story: I have known since preschool that I wanted to be a registered nurse. I started in food service in the hospital to get a peek at patient care where I could make a patient's day with a little kindness. I wanted more. With my newly acquired knowledge from nursing school and the ability to talk to patients gained from food delivery, I became a certified nursing aid. I noticed a difference in being directly involved. From there, I fell in love with caring for high acuity patients. Here I am, after nursing school, participating in the apprenticeship program successfully working in the critical care unit. I am doing what I love; supported by my peers and supplemented by the education in the apprenticeship to do my best thanks to the Critical Care Residency Apprenticeship program.