



**Work Source**  
**MAINE**

# **STATE WORKFORCE DEVELOPMENT BOARD SEPTEMBER 13, 2024**



# Directors Report

# WELCOME MOLLY THOMPSON

## INDUSTRY PARTNERSHIP PROGRAM MANAGER

- Molly has over 20 years of experience in industry engagement in the United States and abroad designing and launching workforce development and work-integrated learning programs in both higher education and human services environments.
- Molly specializes in building programs in STEM disciplines and has expertise in program management, curriculum development, grant writing, and conflict negotiation.
- Ms. Thompson sits on a variety of academic committees and industry boards and has been an active member of the Board of Directors for the Cooperative Education and Internship Association, including serving as President from 2023 to 2024.
- Molly holds two Master's degrees, in History and English, respectively, and is a published author and a former chef who still believes bread should always be made from scratch. Molly lives in Lamoine with her husband, an architect, and their 5-year-old daughter.

## SWDB AD HOC COMMITTEE

### SWDB BYLAWS & WORKFORCE SYSTEM POLICIES

- The SWDB will create an Ad Hoc Committee focused on:
  - Revising the SWDB bylaws
  - Reviewing Maine Workforce System policies, developed by MDOL staff, prior to review by the full SWDB

## COMMISSIONER ON DISABILITY EMPLOYMENT COMMITTEE OCTOBER LUNCH & LEARN

- The CDE Committee would like to host a Lunch & Learn for SWDB members and partners to showcase a new presentation focused on recruiting, hiring, and retaining people with disabilities
- Exact date will be sent to SWDB members and partners in the coming week

# 2024 – 2025 SWB MEETING SCHEDULE

## 2024 SWB Meeting Schedule

- December 13, 9:00am – Noon – Location TBA

## 2025 SWB Meeting Schedule

- March 14, 9:00am – Noon – Location TBA
- June 13, 9:00am – Noon – Location TBA
- September 12, 9:00am – Noon – Location TBA
- December 12, 9:00am – Noon – Location TBA



# SWDB Committees

# ROLE OF SWDB COMMITTEES

## Worker Employment, Education, & Training Committee

- To align workforce training and education programs, with a focus on in-demand occupations for priority populations, to ensure workers have the resources needed to increase their skills and education and to access employment.

## Industry Leadership Committee

- Engage employers, regional business groups and industry associations to ensure alignment of education and training services with employer demand, focusing on priority industry sectors.

## Workforce System Coordination

- Create a workforce system that is accessible, data and demand-driven, and accountable to Maine workers and businesses by pursuing initiatives that improve customer navigation, training programs, data-sharing, evaluation, accountability, and data driven decision-making.

## SWDB COMMITTEES – 2025 FOCUS

- We need SWDB members to join one, or more, of the SWDB Committees, and members willing to serve as a Committee Chair
- Alignment and implementation of 10-year plan and WIOA plan



## 2024 HIGH WAGE/IN DEMAND LIST

# COMPETITIVE SKILLS SCHOLARSHIP PROGRAM

- The Competitive Skills Scholarship Program (CSSP) helps qualified individuals with the funding and support services needed to pursue two and four-year degree programs or obtain industry-recognized credentials which lead to jobs in one of Maine's many *high wage, in-demand* career fields.
- CSSP is funded through assessments on Maine employers that also contribute to the unemployment trust fund and the employer's unemployment tax is reduced by the amount paid into the CSSP, as required by Maine statute.
- Financial Assistance and Support Services (Expenses not covered by financial aid or other scholarships)
  - Tuition and fees (including licensure)
  - Childcare
  - Transportation
  - Credential translation/evaluation
  - Required books, supplies, tools, equipment, uniforms
  - Auto repairs
  - Computer, if required for training program
  - Monthly training stipend (for household income at or less than 175% poverty level)

# CSSP PARTICIPANTS

- Are Maine residents
- Are 18 years of age (or under 18 if a high school graduate)
- Pursuing education or training for a job in a high-wage, in-demand occupation, including Registered Apprenticeship and Certified Pre-Apprenticeship
- Do not have a post-secondary degree or industry-recognized credential that is marketable in Maine
- Has the aptitude to undertake and complete the training
- Have an income of less than 200 percent of the federal poverty level for their family size

# 2024 HIGH WAGE/IN DEMAND LIST

- On a bi-annual basis, a High Wage/In Demand (HWID) list must be reviewed by the SWDB and recommended for approval to the Commissioner of MDOL, as required by CSSP rules.
- Occupations included on the HWID list are tied to industry recognized credentials up to, and including, bachelor's degrees, AND met the following criteria:
  - In Demand means the occupation is expected to have over 20 openings per year between 2022 and 2032.
  - High-Wage occupations are those which have a median wage at or above the median wage for all occupations in Maine. High Wage in Maine indicates the occupation has a median wage at or above \$22.88 per hour/\$47,590 2023.

## Caveats

- Individuals or employers can petition to have occupations added to the list
- Occupation names may not perfectly match the Standard Occupational Classification (SOC) code, but do require the same type of training or credential
  - Maintenance and Repair workers covers occupations like Automotive Service Tech/Mechanic
  - Biological Technician covers occupations like Lab Technicians and Veterinary Technicians
  - Health Education Specialist covers occupations like Dietitians and Nutritionists

## 2024 HIGH WAGE/IN DEMAND LIST

- Commissioner Fortman is now seeking a recommendation regarding the 2024 HWID list from the State Workforce Development Board (SWDB) at the September 13, 2024, SWDB meeting.
- Once approved by the Commissioner, the list will be posted to the Maine CareerCenter CSSP site, and the program will open to these occupations shortly after posting.



## Maine's Changing Labor Market

# Introduction

[Maine's economy and labor market](#) have undergone substantial change over many decades. Overarching changes can be better understood through the interconnections between population and jobs and that of industries and occupations.

The most notable changes have been a shift from manufacturing to nonmanufacturing sectors and the increasing prominence of health care and a variety of professional services in the economy. The changing industry mix observed since the 1990s has occurred during a somewhat slower period of population and job growth relative to the three decades that preceded.

Integration of new technologies and the shifting industry base have resulted in an occupational makeup of somewhat more workers in management, business, financial, technical and healthcare occupations and somewhat fewer workers in office and administrative support and sales and transportation occupations.

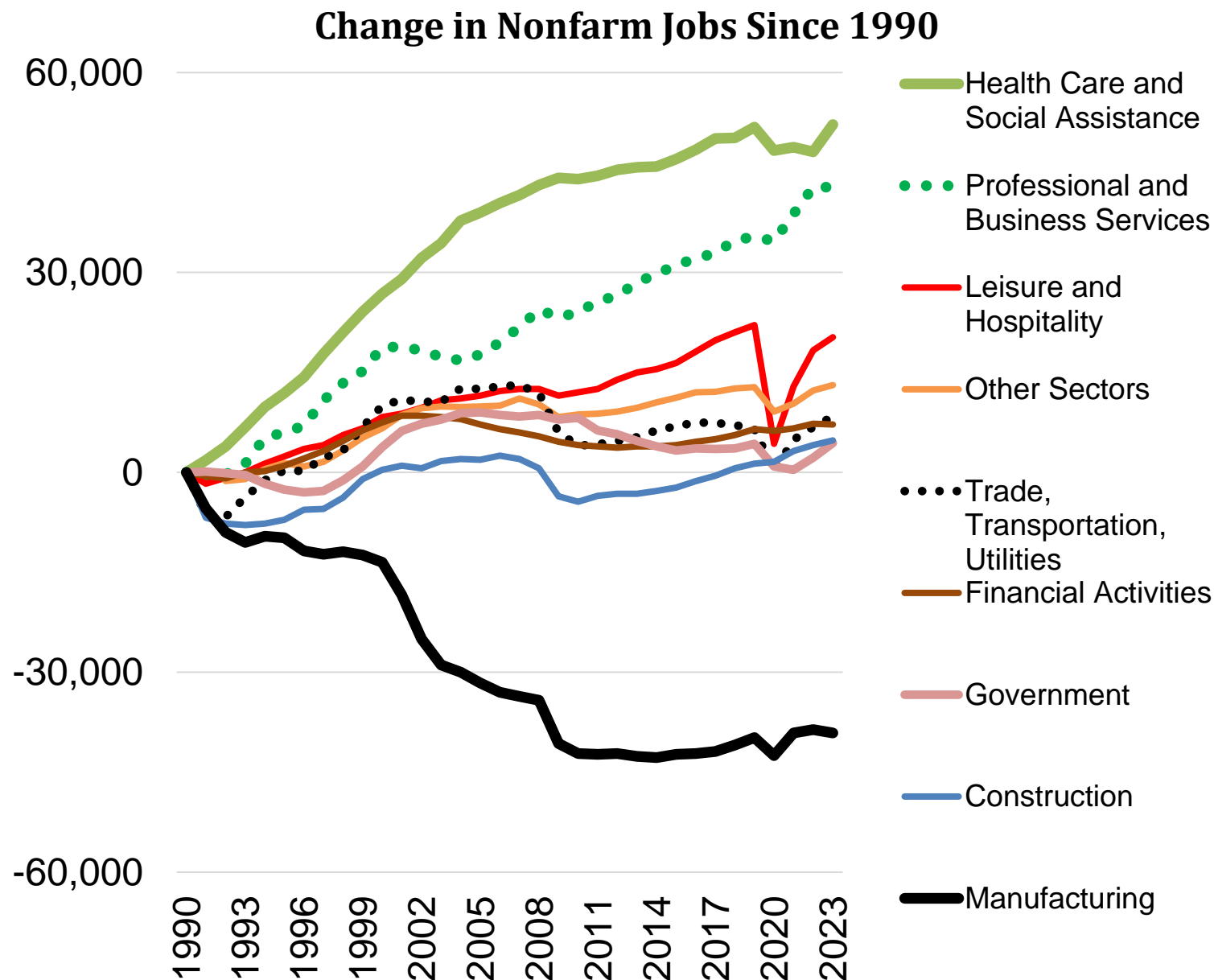
*(Industries relate to the products or services of employers; occupations relate to the functions individuals perform for their employer.)*

## Job change has been concentrated in three sectors

Job gains in the last three decades were primarily in healthcare and social assistance and in professional and business services. Each of those sectors added more than 40,000 jobs. Gains in most other sectors were under 10,000.

Manufacturing jobs decreased more than 40,000 through 2010 and then stabilized thereafter.

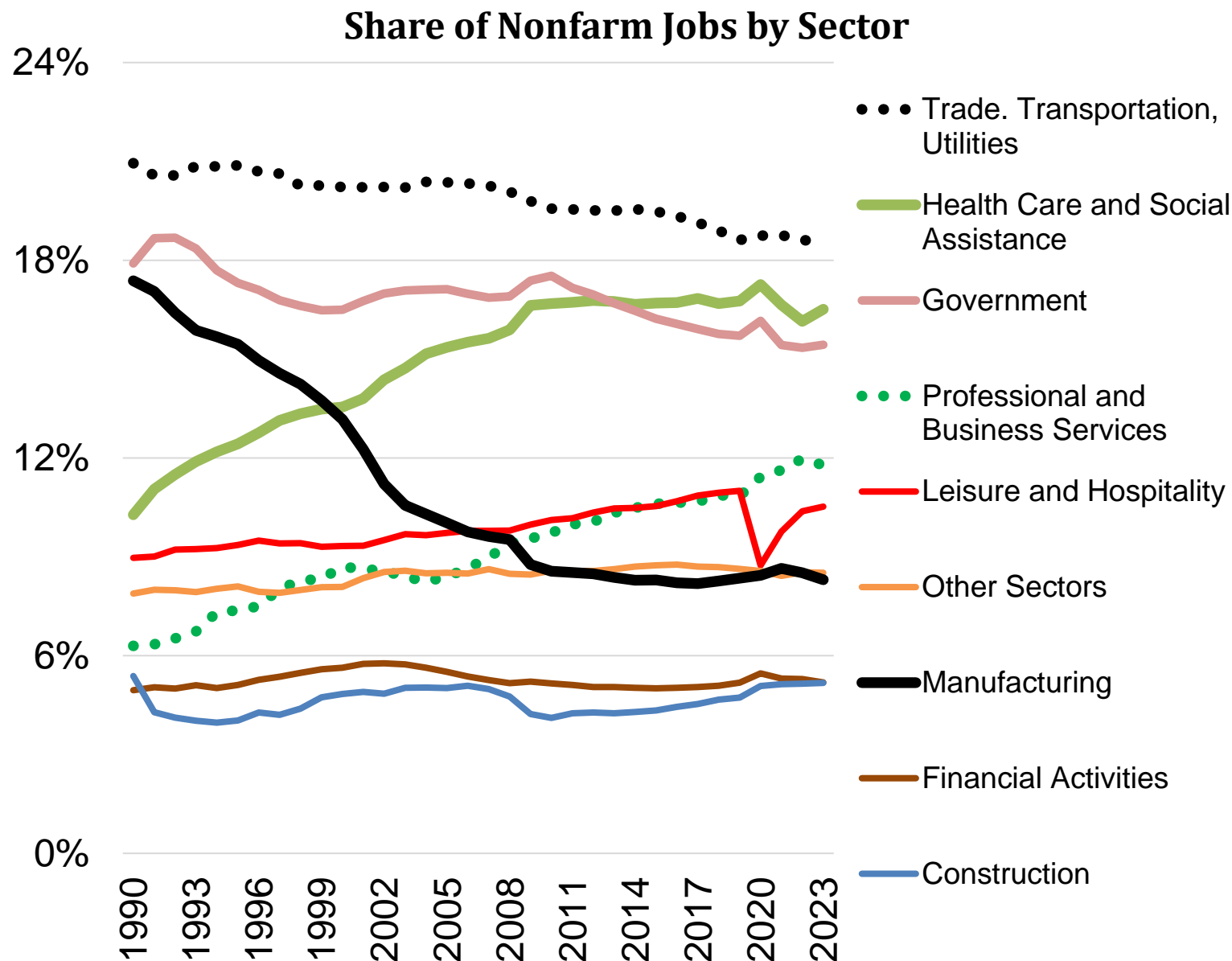
*(This level of industry detail is not available for years prior to 1990.)*



## Most sectors maintained a similar share of jobs over three decades

Though degrees of change varied, the share of jobs for most sectors has not changed much from three decades ago. Exceptions are the five-point increases in healthcare and social assistance and in professional and business services, and the eight- and three-point decreases in manufacturing and government.

*(This level of industry detail is not available for years prior to 1990.)*

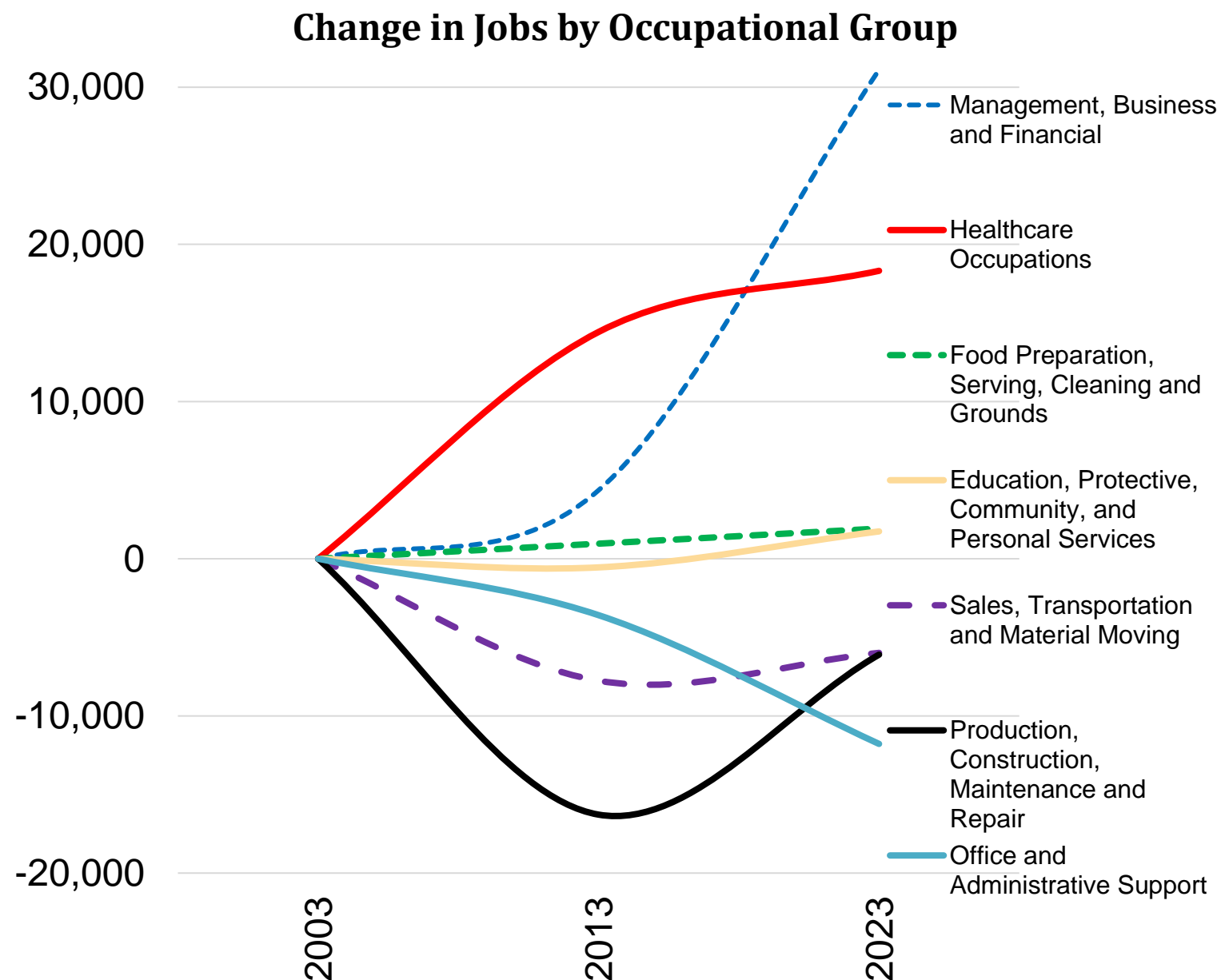


## Job change by occupational groups follows industry trends

Areas of industry growth led to job increases in management, business and finance and healthcare occupational groups.

The decline in manufacturing is reflected in fewer jobs in production, construction, maintenance and repair occupations. New technologies changing the work environment of many industries have resulted in fewer jobs among office and administrative support, sales and transportation occupational groups.

*(Jobs in Legal, Life, Physical, and Social Science and Arts, Design, Entertainment, and Media occupational groups increased by 1,700 each on average in the two decades. Combined these groups represent less than 3 percent of total jobs and are not included in this chart.)*

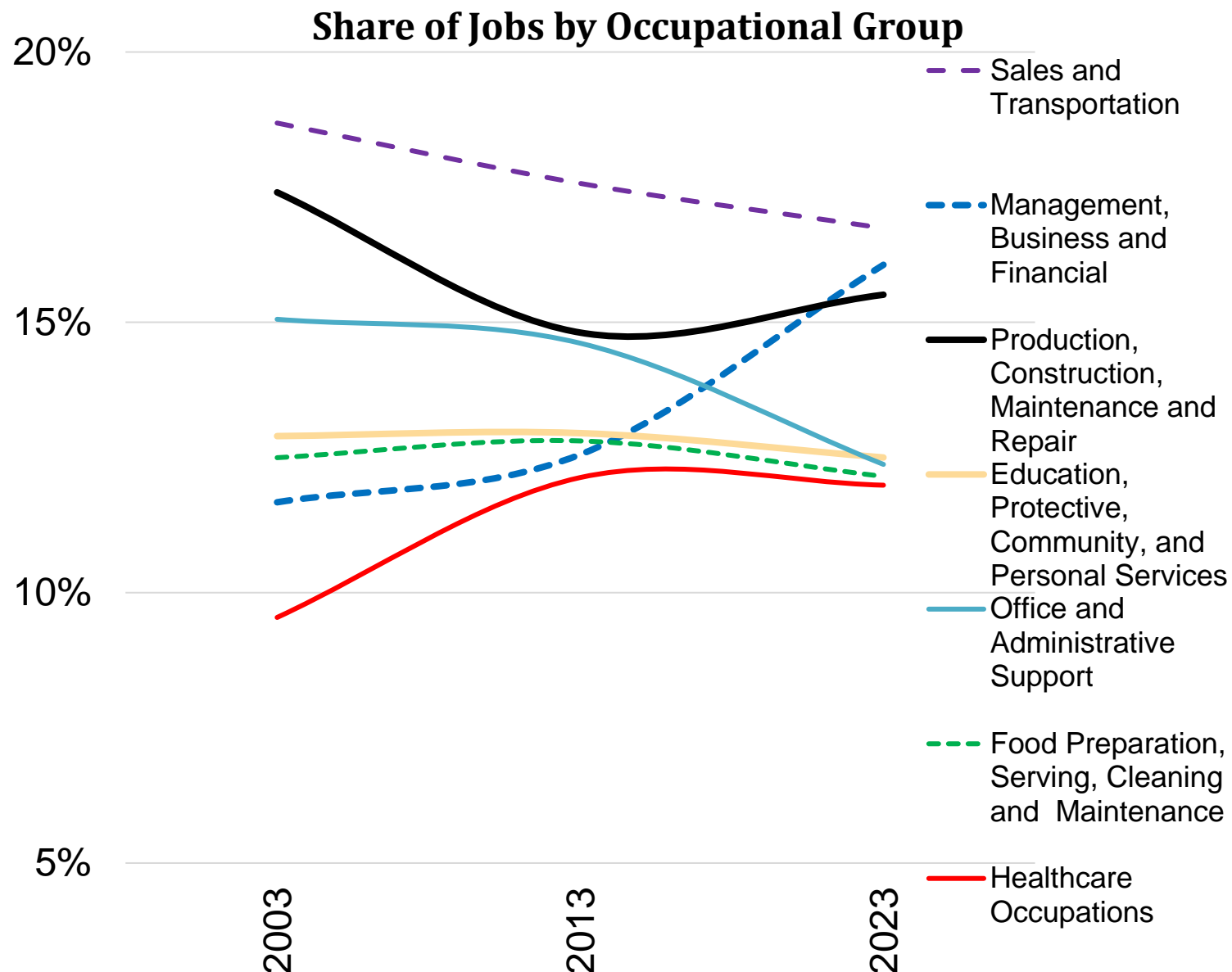


## Most occupational groups represent a similar share of jobs over two decades

Management, business and financial related occupations now are the second largest group, the share of jobs in this group grew by four percentage points over the last two decades. The share of jobs in healthcare occupations increased by two percentage points in this time.

Production, construction, maintenance and repair occupations represent a lower share but remain the third largest occupational group. While the overall occupational composition shifted away from sales and transportation, it remains the largest group.

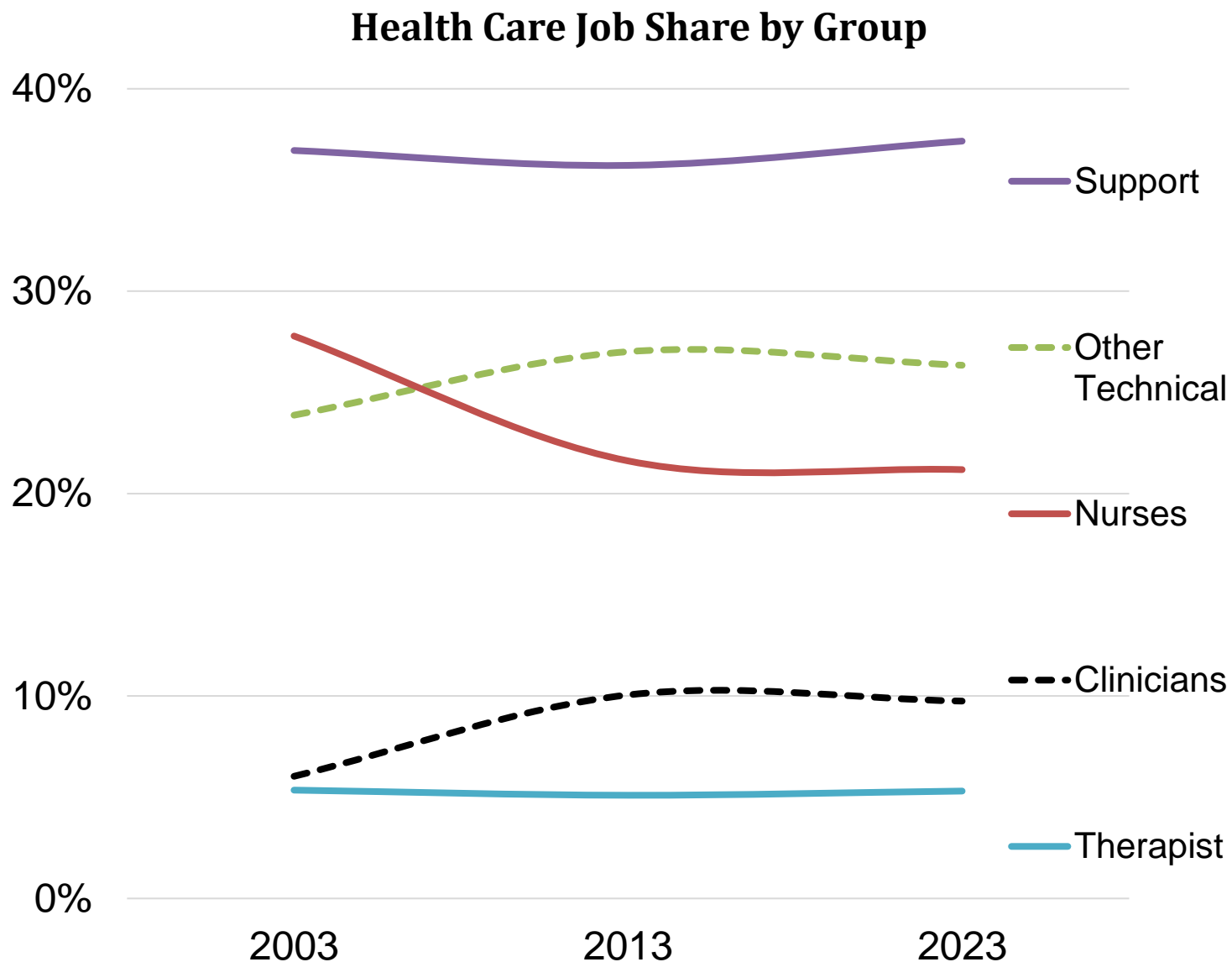
*(Legal, Life, Physical, and Social Science and Arts, Design, Entertainment, and Media occupational groups contain approximately one percent of occupational employment each and are not included in this chart)*



## Focus on healthcare occupations

In the last 20 years, the composition of health care jobs shifted toward roles for **technicians** and **clinicians**. Combined, these two groups now make up 36 percent of all health care occupations. The largest group (37 percent) has remained in **support** occupations.

In the last two decades, jobs in healthcare occupations have increased by 18,300 (33 percent).



## Healthcare occupations in detail

58 percent of all healthcare jobs are within four occupations: home health and personal care aids, registered nurses, nursing assistants and medical assistants.

Healthcare occupations vary widely in terms of the typical education required and compensation. Many support occupations have relatively low educational and training requirements. Many roles for nurses, clinicians, therapists and some technical occupations require a two or four year degree and often require a master's, doctoral or professional degree.

Occupation	Jobs in 2023	Median Wage in 2023	Typical Education Required
<b>Support</b>			
Home Health and Personal Care Aides	17,200	\$17.39	High school diploma or equivalent
Nursing Assistants	7,600	\$20.73	Postsecondary nondegree award
Dental Assistants	1,400	\$22.62	Postsecondary nondegree award
<b>Other Technical</b>			
Medical Assistants	4,000	\$21.45	Postsecondary nondegree award
Pharmacy Technicians	2,200	\$18.05	High school diploma or equivalent
Pharmacists	1,400	\$65.11	Doctoral or professional degree
<b>Nurses</b>			
Registered Nurses	14,800	\$39.24	Bachelor's degree
<b>Clinicians</b>			
Nurse Practitioners	1,400	\$59.20	Master's degree
Physicians, All Other	1,300	\$123.72*	Doctoral or professional degree
<b>Therapist</b>			
Physical Therapists	1,500	\$43.55	Doctoral or professional degree
Occupational Therapists	1,100	\$38.32	Master's degree

*Jobs figures rounded to nearest 100.*

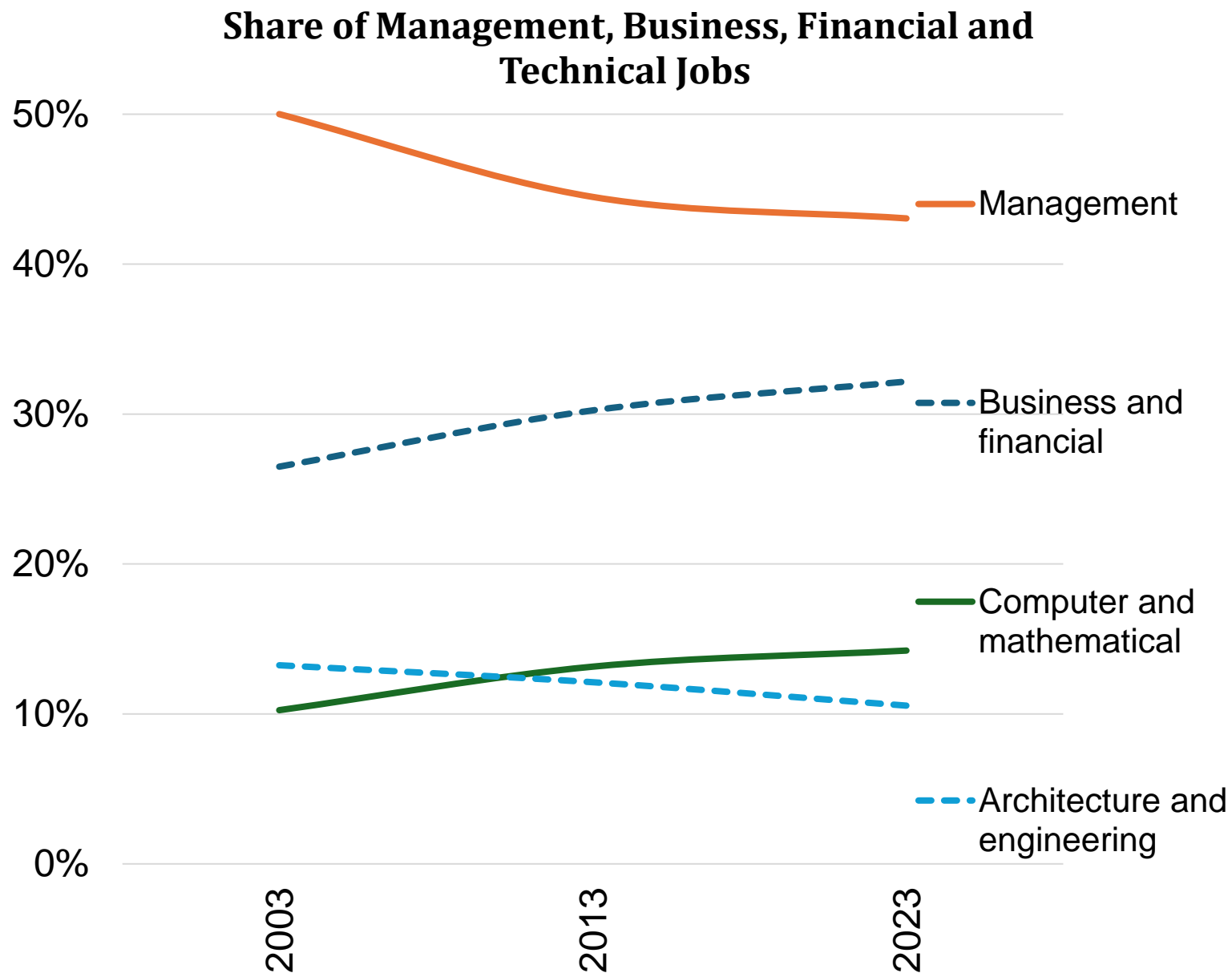
*\*mean wage is displayed as no median wage is available for this occupation*

## Focus on management, business, financial and technical occupations

The share of jobs has increased among **business and financial** (six percentage points) and **computer and mathematical** (four percentage points) occupations since 2003.

While the total number of jobs in **management** and **architecture and engineering** occupations has also grown, these groups have not grown as quickly and now represent a somewhat smaller share of employment in the management business, financial and technical occupations group.

Specialization and technological improvements have contributed to these trends. While some of these occupations are found in many industries, the job increases and shifting composition of employers in the professional and business services sector has also been a factor.



## Management, business, financial and technical occupations in detail

Technology and specialization have driven increases in demand for workers within management, business, financial, and technical occupations. In the last two decades, jobs have increased by 31,000 (45 percent).

**Management** occupations make up the largest group within management, business, financial, and technical occupations, representing 43 percent of the total. **Business and financial operations** added the most net jobs (14,000) accounting for 45 percent of the net growth since 2003. **Computer and mathematical** occupations increased at the greatest rate, more than doubling in that time.

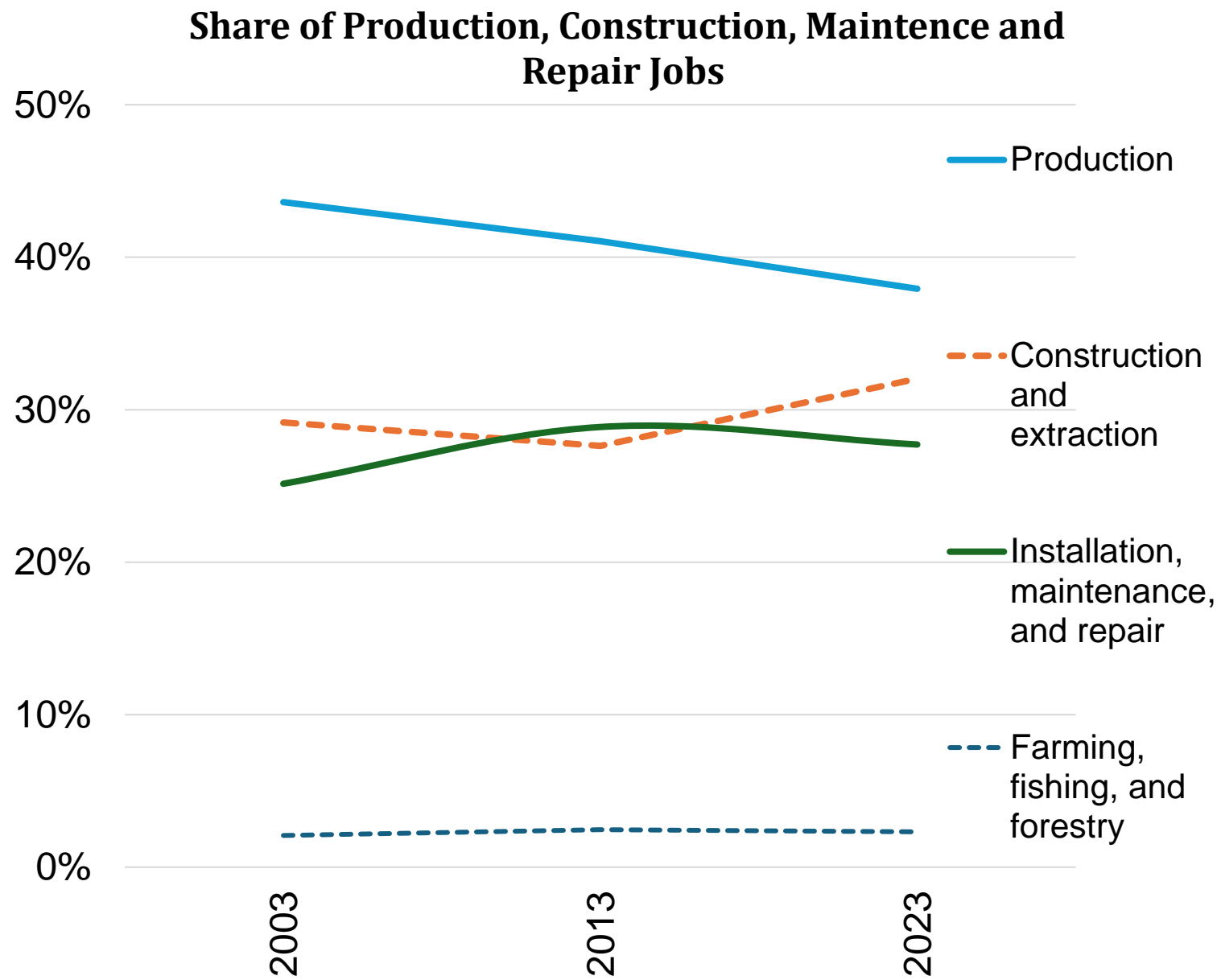
Occupation	Jobs in 2023	Median Wage in 2023	Typical Education Required
<b>Management</b>	43,000		
General and Operations Managers	14,700	\$44.90	Bachelor's degree
Financial Managers	2,700	\$62.32	Bachelor's degree
Medical and Health Service Managers	2,100	\$50.61	Bachelor's degree
<b>Business and financial operations</b>	32,100		
Accountants and Auditors	4,900	\$36.85	Bachelor's degree
Business Operations Specialists	4,800	\$33.79	
Human Resources Specialists	2,600	\$33.22	Bachelor's degree
<b>Computer and mathematical</b>	14,200		
Software Developers	3,200	\$54.42	Bachelor's degree
Computer User Support Specialists	2,800	\$26.71	Some college, no degree
Computer Systems Analysts	2,400	\$39.33	Bachelor's degree

Jobs figures rounded to nearest 100.

## Focus on production, construction, maintenance and repair occupations

As a share of total jobs, **installation, maintenance, and repair** and **construction and extraction** occupations increased by 3 percentage points each. In the ten years through 2013, construction and extraction declined alongside the housing market crash. A strong housing market recovery has results in 7,000 jobs added in the ten years through 2023.

The share of employment in this group within **production** occupations, predominantly found within the manufacturing sector, decreased by 6 percentage points. Despite this, production occupations remain the largest group.



## Production, construction, maintenance and repair occupations in detail

The decline in manufacturing has resulted in lower demand for workers in **production** occupations. There are 8,100 fewer (18 percent) jobs today than twenty years before.

There are modestly more jobs in **construction and extraction** (3 percent) and **installation, maintenance and repair** (4 percent) occupations.

The largest occupations in this group are for skilled trades including carpenters, electricians and automotive technicians. Most occupations do not typically require a post-secondary degree for entry. Technical education, apprenticeship and on the job training and more common paths toward many of these occupations.

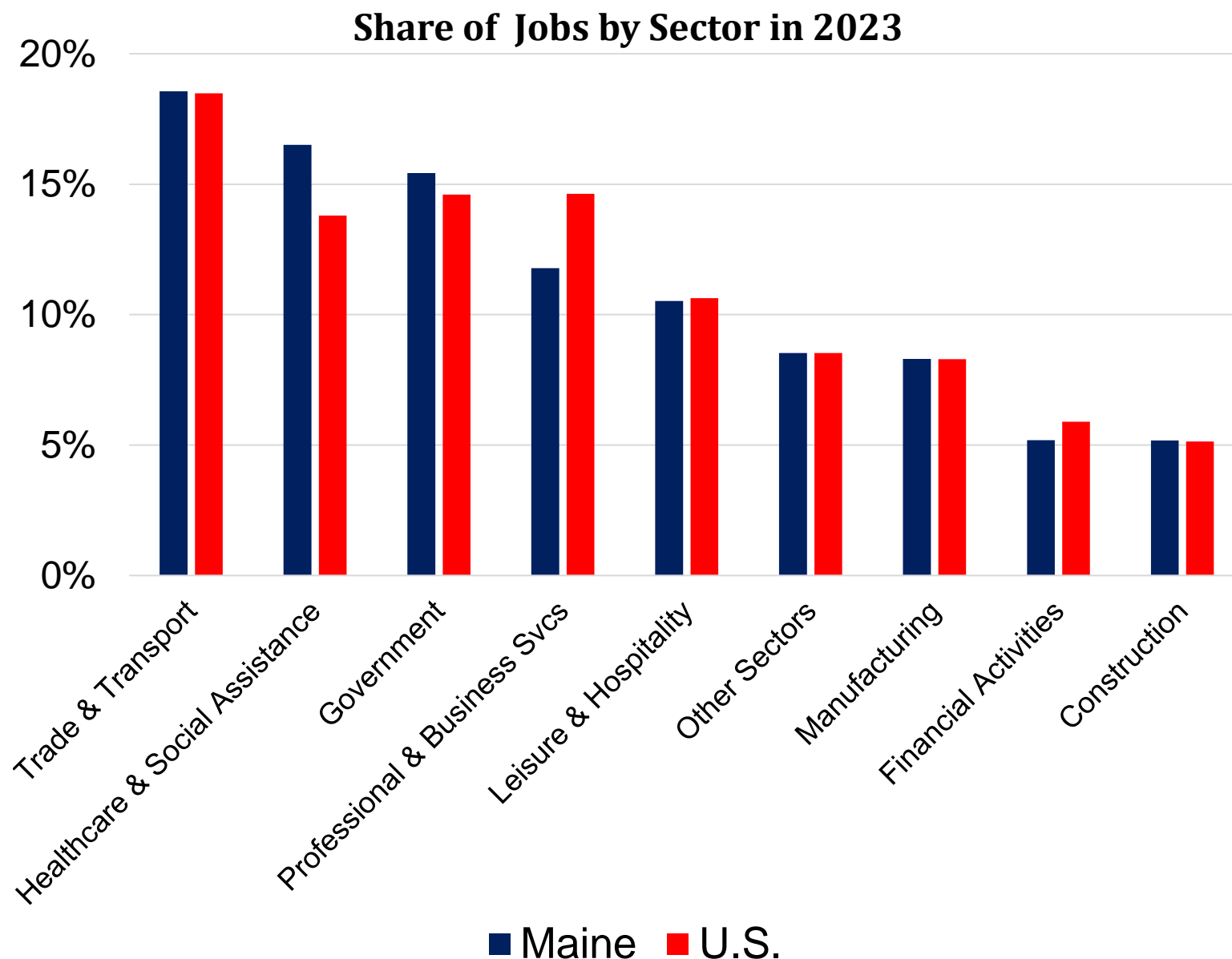
Occupation	Jobs in 2023	Median Wage in 2023	Typical Education or Training Required
<b>Construction and Extraction</b>	30,900		
Carpenters	5,100	\$26.41	Apprenticeship
Electricians	3,400	\$29.79	Apprenticeship
Construction Laborers	3,100	\$20.81	No formal requirement
<b>Installation, Maintenance, and Repair</b>	26,700		
Maintenance and Repair Workers	5,000	\$21.79	High school diploma or equivalent
Automotive Service Technicians and Mechanics	3,200	\$23.12	Postsecondary certificate
First-Line Supervisors of Mechanics, Installers, and Repairers	2,600	\$34.26	High school diploma or equivalent
<b>Production</b>	36,600		
Assemblers and Fabricators	3,200	\$19.64	High school diploma or equivalent
First-Line Supervisors of Production and Operating Workers	2,900	\$35.98	High school diploma or equivalent
Packaging and Filling Machine Operators and Tenders	1,900	\$18.94	High school diploma or equivalent

*Jobs figures rounded to nearest 100.*

## Maine compared to the nation

The share of jobs by sector is similar to that of the nation. The state has relatively more jobs in healthcare and social assistance, partly because our population is older, and in government, mainly because the federal Portsmouth Naval Shipyard in Kittery is so large, employing more than 6,000.

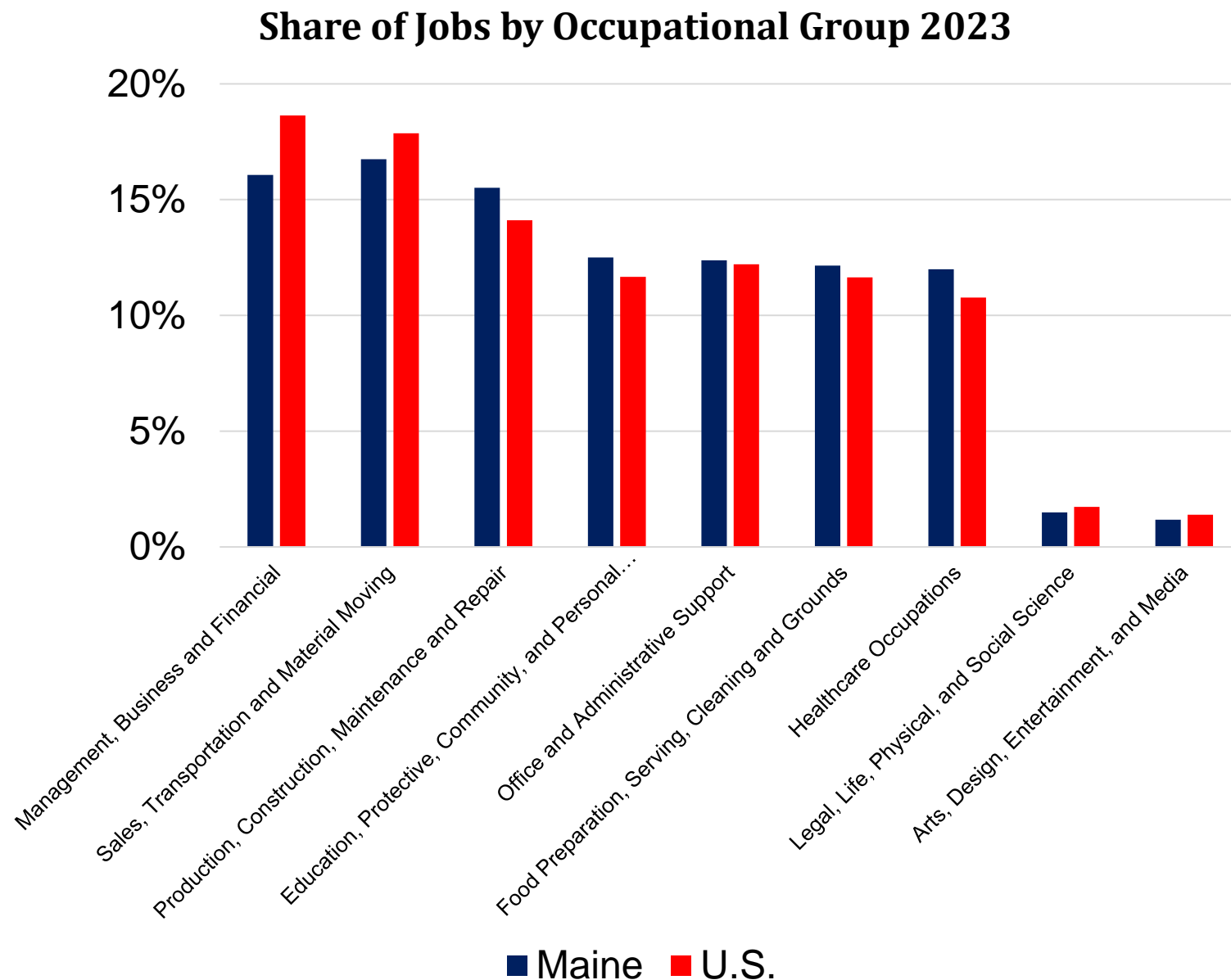
The state has relatively fewer jobs in professional and business services and in financial activities.



## Maine compared to the nation

The share of jobs by occupational group is similar to that of the nation. Health and production, construction, and maintenance occupations are somewhat more prominent in Maine, similar to their related sectors.

Management, business, and financial occupations makeup a three-percentage point higher share of jobs in the nation.





# **Maine Sector Strategy Collaborative & Maine Industry Partnership Program**



# STATE WORKFORCE DEVELOPMENT BOARD

Aiming to transform the Maine  
economy through industry partnerships

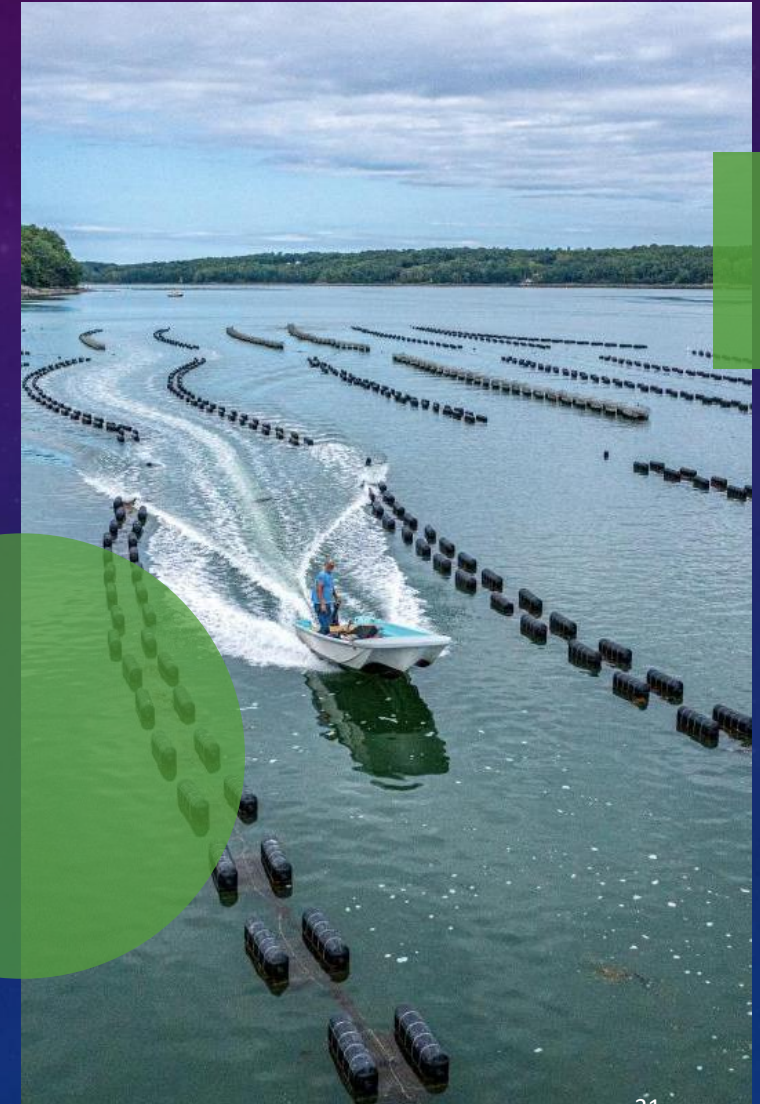
**Sustainability – Innovation – Growth**

# WHY WE NEED A COLLABORATIVE

The Collaborative is meant to bring Systems Thinking to Industry Partnerships, which are most effective when they:

- Engage with larger economic trends
- Align with government priorities (like the 10-year Plan and WIOA)
- Resonate with the public and with funders

The Collaborative will support existing partnerships to promote sustainability, innovation, and growth and provide the infrastructure and support to foster new partnerships.





## COLLABORATIVE MEMBERS

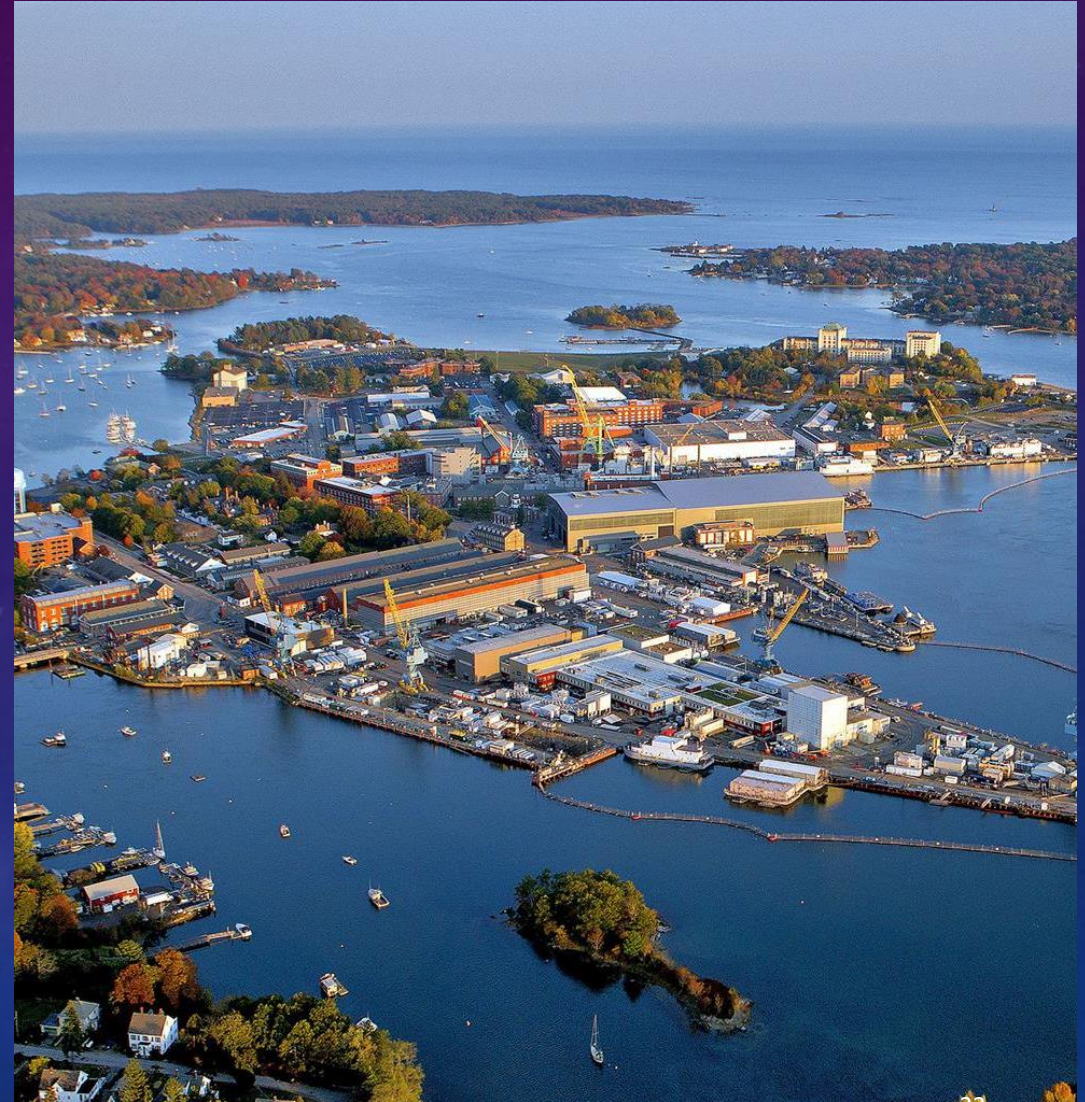
State Government Agencies

Public and Private Educational Providers

Local Workforce Development Boards

# COLLABORATIVE GOALS

- Serve as a subject matter expert
- Adopt a shared vision supported by key stakeholders
- Act as a convenor of new partnerships
- Provide sustainable and ongoing infrastructure
- Leverage available public and private resources
- Provide a platform for engagement between partnerships



## COLLABORATIVE GOALS, cont.

Assist industry partnerships in achieving their goals

Provide training and individual support to partnerships

Provide wraparound services to workers in partnership programs

Maintain up-to-date information on jobs, wages, and benefits

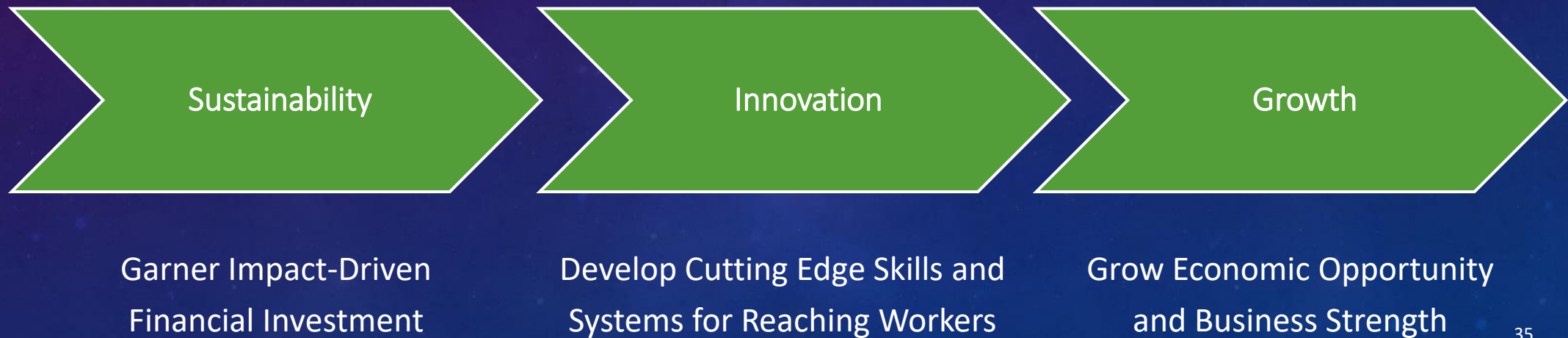
Support partners in data collection

Centralize tracking and communication about industry partnerships



# DELIVERABLES

- Toolkit, webinar series, and trainings for partnerships to access as needed
- Quarterly reporting and annual written report on progress of partnerships across the state
- Centralized website for accessing all industry partnerships content across the state
- Metrics recommendations to support effective communication and alignment with funding
- Centralized communication system for sharing partnerships' progress



# TARGETED INDUSTRIES

FOUNDATIONAL	EMERGENT	SKILLS OF THE FUTURE	ADDITIONAL
Healthcare	Advanced Manufacturing	Cybersecurity & Computer Sciences	Agriculture
Education	Forestry		Aquaculture
Hospitality & Retail	Energy & Infrastructure		Creative placemaking
	Defense & Space Innovation		Lifesciences
			Outdoor recreation

# EXPECTATIONS FOR COLLABORATIVE MEMBERS

As relate to Industry Partnerships:

- Participate in the decision-making process
- Participate in distribution of state funds
- Aid in defining state policies and procedures





# EXPECTATIONS FOR ALL INDUSTRY PARTNERSHIPS

- Share requested standard metrics and content
- Act as partners in the pursuit of financial support



# MAINE

is investing in Industry  
and investing in Workers  
by investing in Industry Partnerships

THANK YOU

MAINE  
DEPARTMENT OF  
LABOR





# **Maine Workforce System Partner Presentation**

## **Junior Achievement of Maine**



**Junior  
Achievement™**  
of Maine

# Empowering Maine's Future Workforce

State Workforce Board

September 13, 2024

Michelle Anderson, President & CEO



# AGENDA

- Overview
- How JA work
- Impact
- Long Term Vision
- Alignment to State Workforce Goals
- Q&A





# Inspire & prepare K-12<sup>th</sup> grade students to be career & life ready



WORK & CAREER  
AWARENESS



ENTREPRENEURIAL  
MINDSET



FINANCIAL  
DECISION  
MAKING



**Junior Achievement cultivates  
mindsets and skillsets that help  
students envision choice-filled lives.**

# Statewide Reach

2023-2024 School Year

**13,350**

Students Impacted

**723**

Classrooms

**176**

Schools

**677**

Volunteers

**61,621**

Volunteer Hours



# How the Partnership works



# JA Pathways

## Inspire

K-5th Grade

Experiences designed to spark interest and heighten awareness.

## Prepare

6-8th Grade

Experiences that increase knowledge, change attitudes, & motivate behaviors.

## Activate

9-12th Grade

Experiences that simulate the application of real-world concepts in post-secondary environments.





# Volunteer Engagement

By bridging the gap between in-school learning and real-world opportunity, Junior Achievement aims to support Maine's future workforce, address economic mobility, and help students build thriving communities.



**Job Shadows**

**Career Speaker Series**

**In-Classroom Experiences**

**JA Titan Challenge**



# JA Impact

Student Growth and  
Engagement

Transferable Skills  
and Competencies

Educational and  
Academic Achievement

Access to Networks  
and Opportunities





# JA Alumni By the Numbers:



**84%**

Say JA played a vital role in the choice to pursue further education



**56%**

Worked or have worked in the same field as their volunteer



**90%**

feel JA influenced their belief they could achieve their goals



**51%**

have started or owned a business

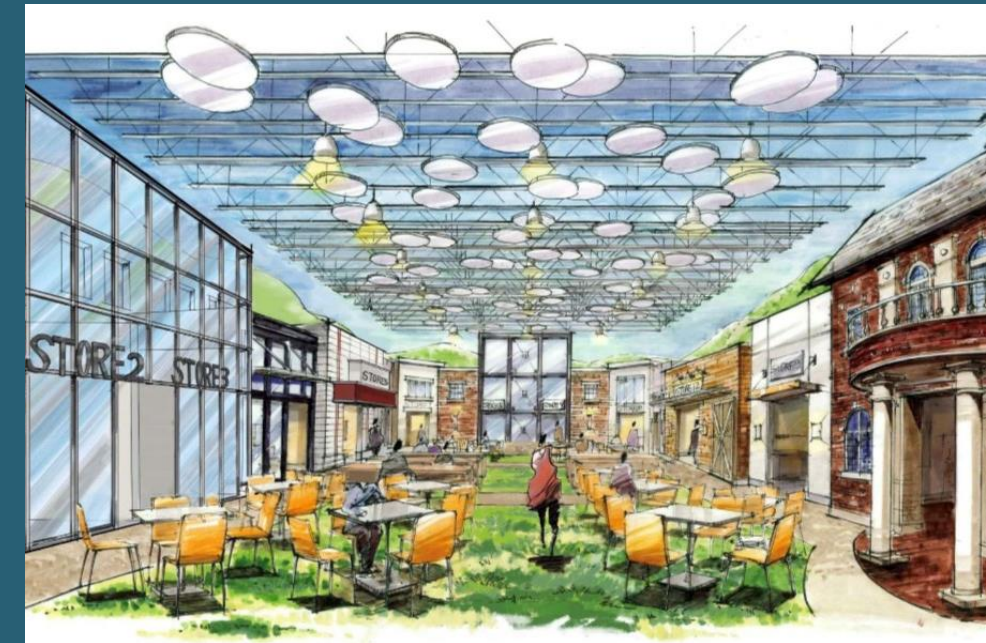
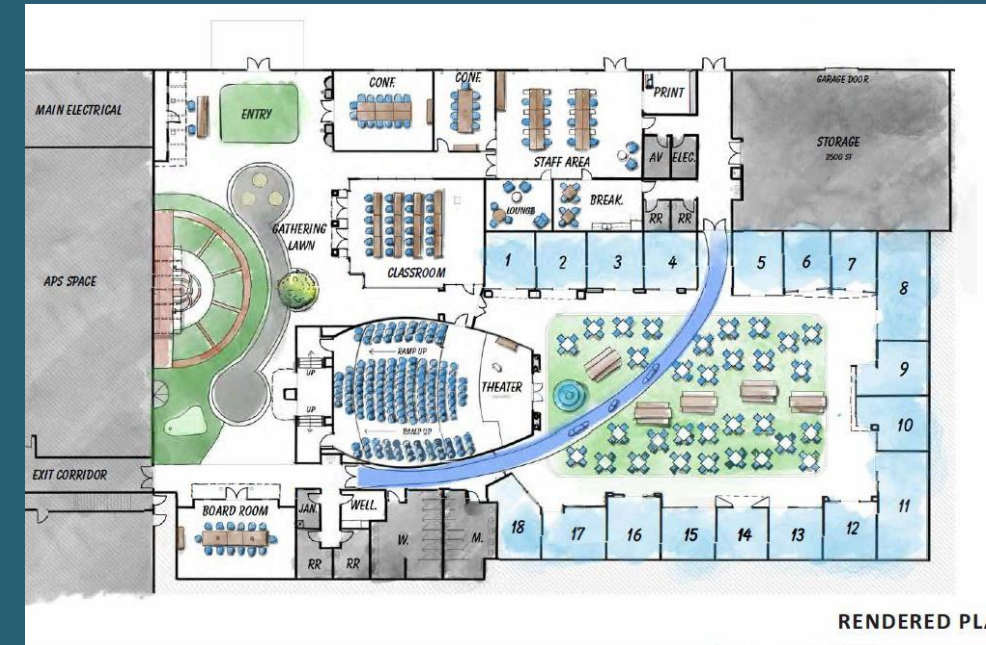
# JA Success Stories

Alli, Dayanna, Travis



# Long-Term Vision: JA Maine Experiential Center & Mobile Pop Up

- Authentic, real-world learning
- Expanded career exploration
- Nurture & advance Maine's local talent pipeline





# Mobile Pop Up

# Goals

- Attract **75,000** people to Maine's talent pool
- Current and future workers will be equipped to meet industry talent needs, with the goal that 60% of Maine's workforce will hold a credential of value by 2025.



# Workforce & Talent Strategy

- JA named in Governor Mill's 10 Year Economic Plan as *a key partner in support and wrap-around service for students.*
- Comprehensive solutions that accelerate economic opportunity & mobility
- Unique capabilities that differentiate our education solutions
  - Authentic & engaging **real-world** connectivity
  - Track record of expertise in **experiential** learning
  - Trust & **credibility** with school district partners
  - Understanding of skills needed for **future of work**



**Junior  
Achievement™**  
of Maine

### Contact Info

Michelle Anderson, [manderson@jamaine.org](mailto:manderson@jamaine.org)

Website: [www.jamaine.org](http://www.jamaine.org)

### Engage with us on Social



Junior Achievement of Maine



@JAofMaine



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