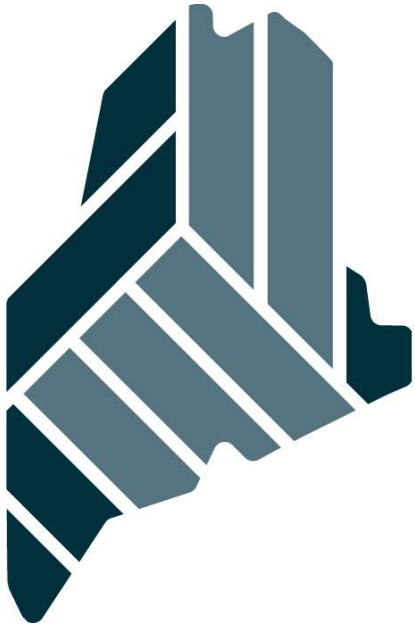




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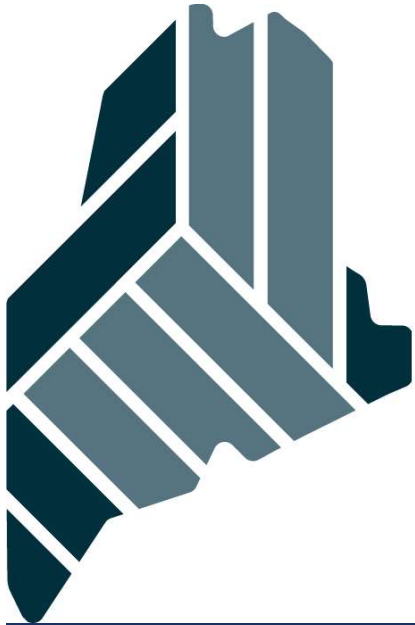
MAINE

**STATE WORKFORCE DEVELOPMENT BOARD MEETING
MARCH 20, 2026
MDOL, 45 COMMERCE DRIVE, AUGUSTA**



Meeting Objectives

- Ensure SWDB members are informed and prepared to promote the role and function of the SWDB
- Learn more about Rural Health Transformation Program & Maine's Career & Technical Education program
- Provide feedback & direction on Workforce Pell & Maine WIOA plan modification



Work Source

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DEFENSE & MANUFACTURING TRAINING FUND



Defense and Manufacturing Training Fund

Goals & Opportunities

Workforce system goals:

- **Advance SWB as home for data-driven industry partnerships**—connecting industry and training providers to identify & address evolving sector needs
- **Scale registered apprenticeship** as effective training model by encouraging employer investment
- **Create more streamlined way for employers to engage with workforce system** – leveraging unified portal and engaging various partners to proactively braid various training resources

Grant-specific goals:

- Build **skilled trades workforce** to fill critical entry & mid level roles
- Develop **AI-ready skilled workforce** for manufacturing & defense sectors

Design principles

- Maximizing **flexibility** while promoting **high quality** programs & abiding by **US DOL regs**
- Lead to **worker advancement with industry-recognized credential** (e.g., wages, increased skills, responsibility, etc.)
- **Streamlined** system – for application AND coordination of several training benefits for employer ease
- Ensuring **access for smaller businesses** while providing reimbursement for larger employers' proven training programs



Defense and Manufacturing Training Fund

Received \$8M Grant from US DOL for Training for Defense Shipbuilding and Advanced Manufacturing.
\$7.2M of that goes to direct reimbursement to employers.

Employers may submit up to **\$10,000** in training costs per employee for reimbursement, up to **\$250,000** per employer/year.

- Eligible employers: Defense and Advanced Manufacturing employers, operating in Maine
- Eligible employees: New hires and incumbent workers (age 17+) working in Maine
- Eligible training types: Apprenticeship, classroom, on-site that result in an industry recognized credential
- Reimbursement: Up to 80% of cost, paid at completion and 6-months post completion if retained

Success Indicator	Target
Total number of participating employers	30
Total number of participants who will receive training that is reimbursed with grant funds	900



Defense and Manufacturing Training Fund

Initial set of 28 engineering, production, and production management occupations from the talent roadmap

Production

1. Electrical and Electronics Repairers, Commercial and Industrial Equipment
2. Industrial Machinery Mechanics
3. Millwrights
4. Maintenance and Repair Workers, General
5. Electrical, Electronic, and Electromechanical Assemblers
6. Structural Metal Fabricators and Fitters
7. Miscellaneous Assemblers and Fabricators
8. Machinists
9. Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
10. Welders, Cutters, Solderers, and Brazers
11. Inspectors, Testers, Sorters, Samplers, and Weighers
12. Packaging and Filling Machine Operators and Tenders
13. Coating, Painting, and Spraying Machine Setters, Operators, and Tenders
14. Computer Numerically Controlled Tool Operators
15. Paper Goods Machine Setters, Operators, and Tenders
16. Production Workers, All Other

Production Management

1. General and Operations Managers
2. Industrial Production Managers
3. First-Line Supervisors of Mechanics, Installers, and Repairers
4. First-Line Supervisors of Production and Operating Workers

Engineering and Engineering Technology

- Architectural and Engineering Managers
- Mechanical Drafters
- Engineering Technologists and Engineering Technicians
- *Software Developers**
- *Chemical Engineers**
- *Electrical Engineers**
- *Industrial Engineers**
- *Mechanical Engineers**

* Prioritizing occupations with trainings that take 2 years or less though degree completion for longer trainings may be considered



Defense and Manufacturing Training Fund

Digital Skills & Competencies

- Data analytics and visualization
- Cyber-physical systems
- Cloud computing
- Additive manufacturing
- Augmented reality,
- Machine learning/AI
- Enterprise systems knowledge (ERP, MES)
- Ability to bridge OT and IT networks
- Automation & robotics
- Capturing, integrating and sharing data
- Sensors/IoT
- Cybersecurity
- Networking, integration and edge computing unified namespace/data lakes



Industry 4.0/Smart Manufacturing for Maine – Market Study

Report Summary

Industry 4.0/Smart Manufacturing, which is the adoption of digital technologies and connectivity throughout the manufacturing enterprise, is radically transforming the playing field. Now is the time for Maine manufacturers to gain a competitive advantage by adopting smart manufacturing techniques into their workflows. In support of this need, the Maine Technology Institute funded a market study conducted by Stone & Associates and RTI

Innovation Advisors in collaboration with Roux Institute, University of Maine, and the Maine MEP to understand:

- Maine manufacturers' understanding of Industry 4.0/Smart Manufacturing and where they see their company in the adoption of advanced and data-driven manufacturing,
- How to design programs to assist Maine manufacturers in navigating these rapidly changing technologies.

Industry 4.0/Smart Manufacturing uses advanced technologies to increase the efficiency of manufacturing processes. It combines people, technology, and self-learning production systems to create a flexible, digitalized, and automated shop floor.

Source: https://roux.northeastern.edu/wp-content/uploads/I40MarketStudyFinalReport_SummaryOct2024.pdf



Defense and Manufacturing Training Fund

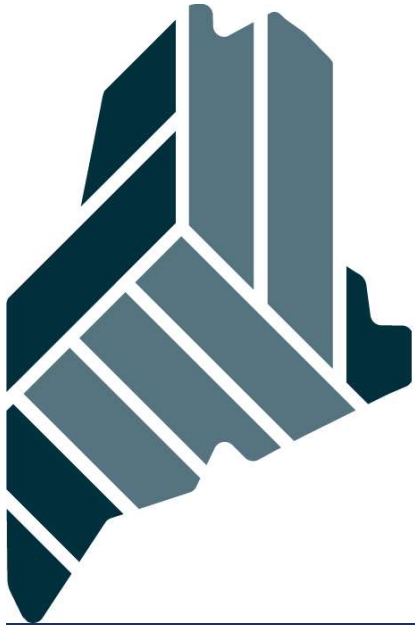
Braiding DMTF with other funds and grants

- Existing philanthropic funds at MCCS's Harold Alfond Center for the Advancement of Maine's Workforce, which provides training match funding to employers of up to \$1,200 per frontline worker;
- DECD's Dirigo Tax Incentive program, which provides tax credits to eligible Maine businesses for training costs up to \$2,000 per worker, in addition to DECD's Shipbuilding Facility Investment Tax Credit Program, which provides tax credits for shipbuilding facility development that creates more shipbuilding jobs



Defense and Manufacturing Training Fund

SWDB	• Advise: SWDB rep to join ad hoc advisory group • Promote: Identify upcoming opportunities (events, newsletters, convenings) to feature the training & share with employers in your network • Share: Surface feedback among employers to promote & improve
Ad-Hoc Advisory Group	Participants • Maine Defense Industry Alliance • Manufacturers. Assn of Maine • Maine Manufacturing Ext. Partnership • UMaine System • MCCS • ME Maritime Academy • Roux Institute Roles & responsibilities • Promote training fund to employers in partnership with MDOL through ongoing communication channels • Represent employer perspectives & needs (as relevant)—including identifying employers to test / provide feedback during design • Brainstorm possible solutions to identified unmet employer training needs (identified in submitted training applications) • Learn about grant implementation successes and challenges and provide guidance as relevant • Designate staff to work in partnership with MDOL to highlight relevant upcoming trainings to employers and design potential new industry trainings opportunities informed by industry need
Employer Partners	Participants • Survey Participants Roles & responsibilities • Design input: via survey/testing • Outreach: via survey invitations, testing invitations • Implementation: Soft launch of process with small employers in April
Other Employer & Worker Outreach Partners	• Local Workforce Boards • Unions • Maine Tech Institute & Tech Hubs Partners • WIOA Partners – Adult Education, Vocational Rehab • Apex Accelerator • Maine Career Centers & Apprenticeship • Related defense programs (e.g., Senedia) • Small Business Development Technical Development Centers



Work Source

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RURAL HEALTH TRANSFORMATION PROGRAM
JOY GOULD, DIRECTOR HEALTH WORKFORCE –
JOY.K.GOULD@MAINE.GOV

Maine's Rural Health Transformation Program: Big Picture

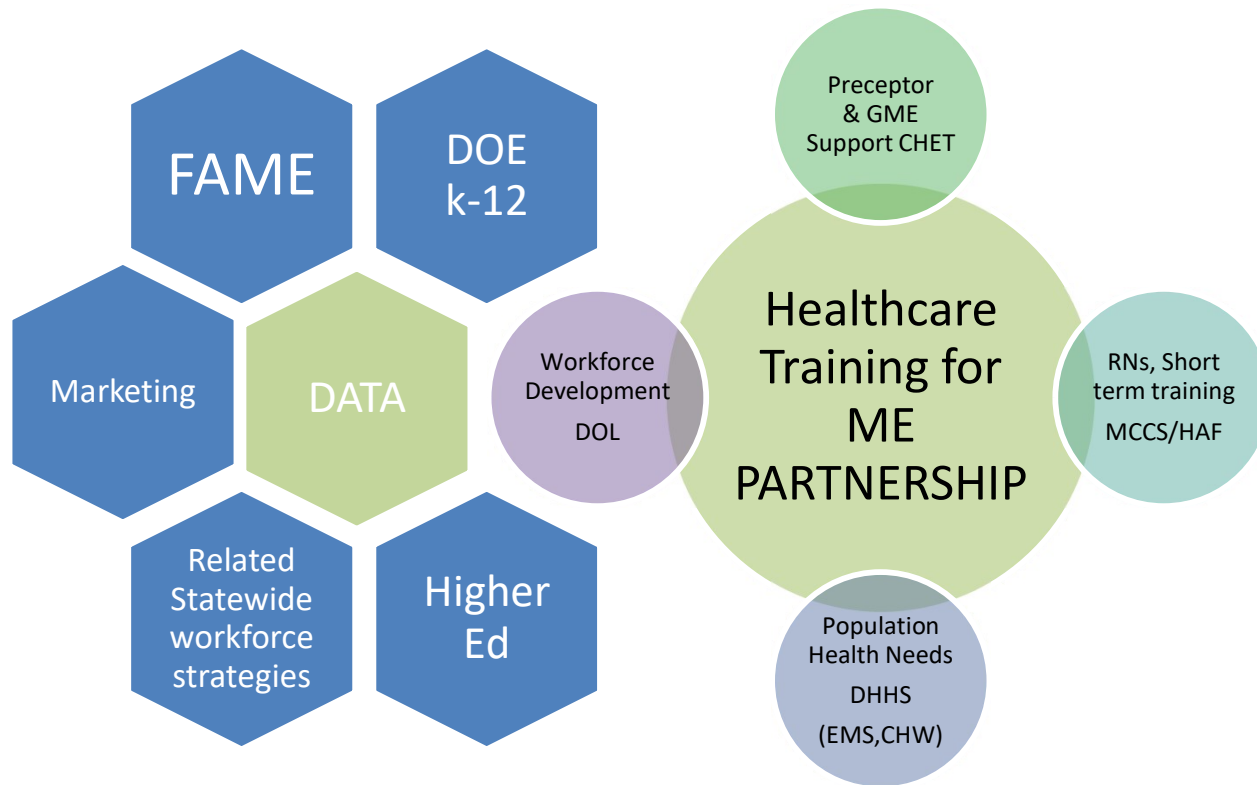
The CMS RHTP funding is meant as a **population health strategy** to address health disparities and access to care barriers for people living in [RURAL areas](#). While there is a ***workforce component***, the framework is to transform the way health is delivered.

CMS: [CMS.gov/priorities/rural-health-transformation-rht-program/rural-health-transformation-rht-program](https://www.cms.gov/priorities/rural-health-transformation-rht-program/rural-health-transformation-rht-program)

Maine RHTP: [Maine.gov/dhhs/ruralhealth](https://maine.gov/dhhs/ruralhealth)

LEAD RHTP Contact: Lisa.Letourneau@maine.gov

RHTP Workforce ECOSYSTEM



RHTP Workforce Strategies (as currently approved by CMS)

Strategy	Investment	LEAD Partners	Considerations
Marketing: Workforce recruitment ad campaigns to attract existing clinicians to rural areas and attract NEW Students	Web Development, Media, Ad Buys	DHHS Health Employers and HTFM education, DOL partners	Build on existing campaigns “Careers with Purpose” for clinician recruitment Healthcare Training for ME for student recruitment
Recruitment “Awards” to incentivize students in clinicals or rotation, or clinicians willing to relocate and stay for 5 years	Recruitment and retention	FAME DHHS, Higher Ed, DOL, DECD	Requires a 5 year service commitment. Can’t be a loan or loan repayment, but awards can be used to offset costs of training or relocation. (potential model: Awards for advanced degree holders or soon to graduate: MD, DO, PA, NP, MSW, DMD, etc.)
Pipeline programing	Future workforce, “upstream:	DOE AHEC, DHHS, DOL	Pre-apprenticeship, CTE, Career Exploration, Career Pathways. <i>(Generally* does not require 5 year commitment, TBD)</i>
Health Workforce Data improvements	Health workforce dashboard	MHDO , DHHS, DOL, Licensing Boards, Legislature	Existing data sets are limited, better visibility in rural areas is needed to make informed policy decisions.
Transportation Pilots	Innovation	Maine Dept Of Transportation	Rural areas lack public transportation, which can be a workforce barrier*. (Population health strategy ALSO includes patient

Healthcare Training for ME Partner Strategies

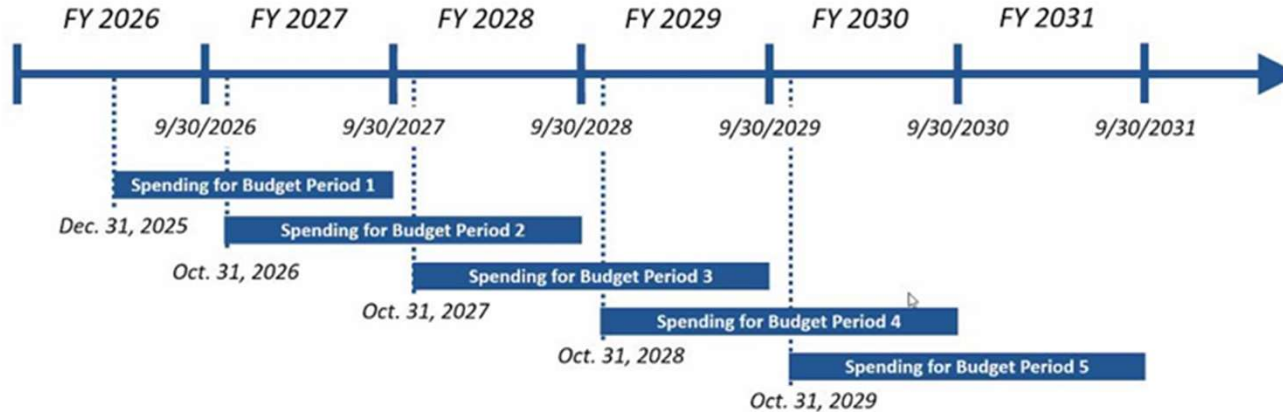
Strategy	Investment	LEAD + Partners	Considerations
Expand Rural Graduate Medical Education, rural residency programs, Preceptorships and rural rotations.	Incentives to host sites, preceptors, support GME students	CHET (MERGE + Building ME consortium)	Clinical training host sites include the entire continuum of care. Hospitals, small rural practices, FQHCs, behavioral health, EMS, and oral health providers CHET model also includes transition to practice support for new clinicians, and skill expansion for existing rural clinicians.
Education and Training (grow new workforce, upskill existing workforce under the evolved Healthcare Training for ME)	Workforce development	HTFM DOL , DHHS , MCCS , DOE , UMS Health Employers, MCD , EMS	Healthcare Training for ME partners Degree programs require a 5 year service commitment . Apprenticeship and short-term certification may have flexible pathways (case by case, per CMS)
Recalibrating existing clinicians to work in Rural Health or adopt new models of care.	Scope of practice, continuing education, mentoring early career professionals	DHHS/CDC Boards, clinical education, CHET	Allow providers to work at the top of their licensure, explore new models, adopt to new technology or best practices, expand scope to meet care needs in rural areas.

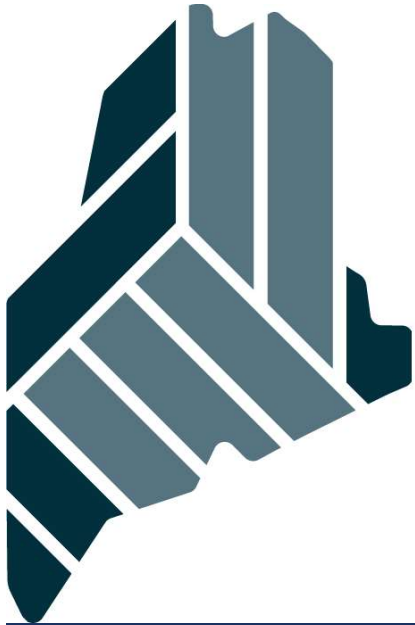
Rural Health Transformation 5 year timeline

Funds Distribution and Use Deadlines

For each budget period, recipients will have until the end of the following fiscal year (September 30) to spend awarded funding

- Recap: Budget Period 1 will start on December 31, 2025, and Subsequent Budget Periods will start on October 31 of each fiscal year





Work Source

MAINE

WORKFORCE PELL



Overview

Eligible training programs

- Requires 8-15 weeks of instruction
- 150-600 clock hours
- 4-16 semester or trimester hours; 6-24 quarter hours
- Not offered using Correspondence courses, Coursework that takes place as part of a study abroad program, or Credit or clock hour equivalencies that are part of a direct assessment program under 34 CFR §668.10
- Approved by the Governor (in consultation with SWDB) & meets the requirements established by the Secretary of Education
- Complies with the annual value-added earnings requirements
- Offered by an institution that, during the five years preceding the date of the determination, has not been subject to any suspension, emergency action, or termination of programs under this title



Overview

Eligible providers

- A proprietary institution of higher education or postsecondary vocational institution
- Prison Education program
- Eligible providers may partner with ineligible providers to deliver no more than 25% of training with approval

Eligible students

- Enrolled in eligible workforce program
- Is not enrolled in, accepted in or has a graduate credential
- Enrolled in eligible prison education program



Elements to include in draft program policies

1. Methodology to determine and review occupations that are the **high-demand, high wage or high skill occupations**
 - *Provides an education aligned with the requirements of high-skill, high-wage (as identified by the State pursuant to section 122 of the Carl D. Perkins Career and Technical Education Act (20 U.S.C. 2342)), or in-demand industry sectors or occupations; including the competencies needed in such industries and occupations, as identified by the State pursuant 20 to section 102 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3112),*
 - *where the list of such occupations and sectors will be made publicly available*
 - *review shall not be done less than every two years, concurrent with development/modification of WIOA plan*
2. Meets the **hiring requirements of potential employers** in the sectors or occupations
 - *Considers whether the expected competencies for which the recognized postsecondary credential intends , align with the competencies needed in such high-skill, high-wage, or in-demand sectors and occupations*
 - *Incorporates direct input from employers, which may be secured from the state board and local workforce development boards, industry or sector partnerships, sponsors of Registered Apprenticeship programs, joint labor-management partnerships, or through other methodologies established by the State*



Elements to include in draft program policies

3. Determining if a credential is **stackable** and **portable** that establishes documented connections to additional credentials, considers, if available, data showing whether students have obtained additional credentials through career pathways, real-time labor market information, and includes a process for employer validation
4. Institutions to **establish that an eligible workforce program will ensure the award of academic credit** towards a certificate or degree program upon a student's successful completion of the eligible workforce program, including established articulation agreements, transfer-of-credit agreements, consortium or partnership agreements, or similar arrangements.
5. Policy re information an **institution must submit to assess job placement** using administrative records
6. Establishing **bilateral agreements** for online education programs with other states
7. **Process and timeline for governor's consultation with SWB** to determine program meets criteria (including attestation SWB was consulted) including submitting certification with program name, CIP, SOC, signed statement it meets criteria (and met for 12 months preceding) date of approval
8. Process for institution to **appeal** determination
9. Policy to **remove programs** who fail to meet value added earnings and job placement metrics



Next Steps and Timeline

Work underway

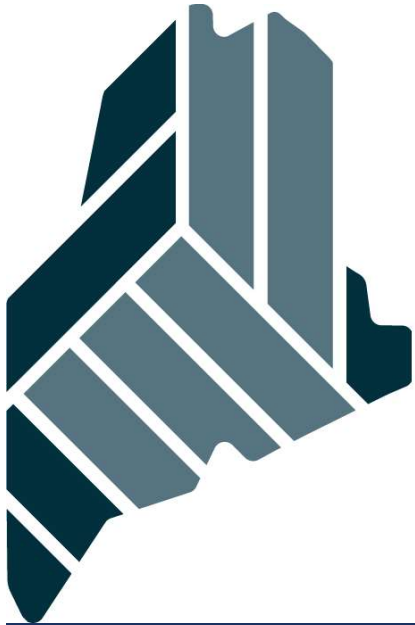
- Data & program inventory
- Identify gaps/remaining questions
- Working groups established on data, definitions, eligible programs meet

Next steps

SWDB to establish an ad hoc committee, the Maine Workforce Pell Advisory Committee, comprised of representatives from the following entities:

SWDB Employer Member (Chair or Co-Chairs)
Maine Community College System
University of Maine System
Maine Department of Labor
Maine Department of Education
Finance Authority of Maine

The charge of the Maine Workforce Pell Advisory Committee will be to develop an eligibility process design and implementation plan for consideration and approval by the SWDB at its June 12, 2026, meeting. Following SWDB approval, the plan will be submitted to the Governor for final approval and subsequent submission to the U.S. Secretary of Education by July 1, 2026. The Maine Workforce Pell Advisory Committee will be supported by SWDB staff.



Work Source

MAINE

WIOA PLAN MODIFICATION



Context

Required by USDOL to update the WIOA State Plan every two years

USDOL's Five Pillars align closely with Maine's strategy, evolved over the past six years:

- Industry – Driven Strategies
- Worker Mobility
- Integrated Systems
- Accountability
- Flexibility and Innovation

Maine has significant partnerships, collaborations, and initiatives within these pillars to drive forward system improvements.



Engaging the Workforce System

Planning began with an internal team at DOL and the SWDB, with staff from all major areas of DOL, including leadership, the career center system, apprenticeship, Title IV programs, policy, and strategic planning

Based on US DOL priorities, foundational work already in motion, and other work emerging, the team developed a framework

To gather feedback, the SWDB held meetings with DHHS, DOE, DECD, MCCS, the UMaine system which helped to clarify and shape the framework. Meeting with LWIB's week of March 23



Engaging the Workforce System

MDOL and SWDB will convene state agencies, local workforce boards, industry leaders, and external partners to advance a unified, forward-looking vision for Maine's workforce system.

Maine will expand its sector-based strategy to align education, training, and workforce supports with current and emerging industry trends.

Maine will work to build upon current successes in each of US DOL's five pillars to drive towards a more responsive workforce system that accelerates economic growth, supports business innovation, and expands opportunities for workers to achieve economic mobility.



Industry Driven Strategies

Foundational Work	The Way Forward
• DECD 10-Year Economic Development strategy with priority industries • Six Industry Partnerships in health care, oral health, retail, tourism, social services, and forestry • Health care integrated strategy • One of the leading registered apprenticeship programs nationally, including a certified pre-apprenticeship program as an on ramp. • New grants in manufacturing and apprenticeships • Strong data undergirding employer skill priorities • Vocational Rehabilitation	• Structure the workforce system through sectoral strategies that engage employers and align education, training, and employment to industry needs and priorities • Expand sector strategies in Defense and Space Innovation, Construction, Outdoor Industry, Life Sciences, and Health Care; leverage new grants (defense/manufacturing, Rural Health, etc.) • Use legislative authority to coordinate sectoral partnerships across education, training, and employment initiatives • Expand apprenticeships to new sectors



Worker Mobility

Foundational Work	The Way Forward
• Virtual One-Stop Career Center (MyWorksourceMaine.gov) • Work Source Maine career pathways • Wide range of programs and initiatives across the workforce system aimed at supporting employment and economic mobility for workers.	• Increase coordination of services, including scaling navigator positions that braid and align workforce systems and that hold deep sector-specific expertise. • Expand partnerships with community organizations to reach all Mainers with a focus on those with lower workforce participation rates: rural Mainers, veterans, and people with disabilities • Implement a strong Workforce Pell program that expands access to high quality, in-demand training.



Infrastructure

Foundational Work	The Way Forward
Numerous partnerships and initiatives across public agencies, higher education, and companies built over the past 10 years, including: • Increasing engagement of the SWB in oversight and input to ensure the state's strategies are aligned with business and resident interests; • Expanding Registered Apprenticeship to be one of leaders nationally; • Creation of Work Source Maine's training aggregator; and • Increasing alignment with Vocational Rehabilitation	• MDOL and the SWDB coordinate efforts across agencies to improve operations, reduce duplication, and better serve Maine businesses and residents • Create a more seamless employer experience through cross-training of agency staff, exploring braiding/staffing models to advance more coordinated business services • Engage employers in local workforce boards with a new subcommittee of the SWB to ensure alignment • MDOL and SWDB will serve as thought partner, leader and capacity builder for new sectoral initiatives, thus creating common approach across agencies to sectoral strategies • Align funding through sectoral initiatives • Expand apprenticeship partnerships



Accountability

Foundational Work	The Way Forward
• Maine EARNs – cross-agency partnership bringing higher education data together with wage record data • Timely labor market information provided to partners and the public	• Provide timely information for planning and implementation of new initiatives (such as the defense/manufacturing grant), examine data collected and assess whether aggregating data across partnerships is of value • Explore creation of an interactive a public-facing data dashboard to enhance transparency and accountability, and facilitate data-driven decision-making



Flexibility and Innovation – Using AI

Foundational Work	The Way Forward
• Maine’s AI Task Force identified areas where the workforce system needs to focus efforts to engage artificial intelligence, both in practice and in training in relevant occupations and sectors	• Examine feasibility and implement where possible: train workforce staff across the system in the use of generative AI • Identify and expand training offerings ensure the current workforce has the skills to adapt, and new workers are prepared to enter the rapidly changing workplaces impacted by AI



Board Feedback

What resonates for you?

What are we missing?

What should we prioritize?