



# **STATE OF MAINE STATE WORKFORCE DEVELOPMENT BOARD'S ANNUAL REPORT FOR 2018**

Submitted by  
The Maine Department of Labor  
and  
State Workforce Board

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## Introduction

Per Section 5 of The State Workforce Development Board (SWDB) By-Laws, the Board shall make an annual report to the Governor and Legislature at the beginning of each calendar year describing the state of Maine's workforce, and making recommendations for public and private action related to workforce development. This report shall also address annual report requirements in state law for disabilities, apprenticeship, the Workforce Innovation & Opportunity Act, and youth. It covers the 2018 calendar year and includes data during Program Year 2017 (July 1, 2017 – June 30, 2018). The following report includes the Commission on Disability and Employment Report.

Maine's Strategic vision and goals address the requirements of WIOA and creates a meaningful plan for the future. The success of Maine's economy will ultimately be determined by the strength of its workforce. Maine is committed to the work outlined in the Unified State Plan and continues to make progress in implementing the elements as written in it. This report describes efforts during PY 17 which contribute toward those goals and achieving the vision:

### VISION

- Maine leads in talent, technology and innovation attracting investment from all over the world
- Maine's economy is fueled by an education system that is inclusive and meets the needs of diverse learners
- Through partnerships with industry and the workforce development system Maine workers are well prepared with skills to succeed
- Workforce development system is highly visible, and an easily accessed network of programs and activities designed to increase employment, earnings and retention
- It is data and demand driven with multiple points of entry for workers and job seekers
- Supports the attainment of recognized credentials, resulting in improved quality of the workforce, meets the skill requirements of employers and enhances productivity and competitiveness of Maine

### STATE STRATEGIES

- Increase the Relevance of the Workforce Development System (WDS) to Employers
- Produce an Educated and Skilled Workforce
- Align Commitment and Investment in Workforce
- Increase Operational Effectiveness of WDS
- Grow and Diversify Maines Workforce
- Create and Align Outreach and Communications

### GOALS

- Maine will have an educated and skilled workforce that meets the needs of employers
- Maine will enhance and align its WDS to be more responsive to the needs of businesses
- Develop and implement systematic approach to engaging with employers
- Develop sector partnerships to create pipeline of skilled workers
- Maine will meet federally required performance measures

## Apprenticeship

The Maine Apprenticeship Program (MAP) is an employer-provided, nationally recognized, workforce training program developed in collaboration with individual employers, employer associations and/or other intermediary organizations. 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 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.

During calendar year 2018, MAP staff registered 22 new sponsors of apprenticeship including many large associations who will act as apprenticeship intermediaries for their members. Association sponsors registered in 2018 include Maine Energy Marketers Association (300 HVAC employers), Hospitality Maine (950 employers with over 1200 distinct locations), the Maine Association of Plumbing, Heating, Cooling Contractors, Inc. (40 employers) and the Maine Shared Services Alliance (30 employers) increasing apprentice registration potential by 1320 Maine businesses. The current strategy to register intermediary sponsors of apprenticeship including associations, chambers of commerce and community college systems will continue in 2019.

Three new registered apprenticeship programs were developed in 2018 to address the training needs of Maine's incarcerated individuals and to hopefully decrease the rate of recidivism. The occupations currently available to Maine's prisoners include: service dog trainer, stitching specialist and carpenter. A fourth Maine State Prison is in cue to become a sponsor of baker and cook apprentices. Prison officials plan to collaborate with Hospitality Maine and develop an agreement that will ensure the hire of newly released culinary apprentices to willing Hospitality Maine employers upon their release from prison to either put their culinary skills to work and/or continue their apprenticeship training programs outside prison walls.

The Maine Apprenticeship Program continued groundbreaking work in 2018 to expand apprenticeship training programs into the healthcare field and regularly combines multiple state and federal workforce development funding streams to do so. Every large healthcare system in Maine is a sponsor of apprenticeship and many smaller, independent healthcare providers are sponsors as well. Apprenticed healthcare occupations in Maine include certified nursing assistant, ophthalmologist, medical assistant, emergency room nurse, critical care nurse, new graduate nurse, mental health nurse and front-line nurse leader.

The increase in apprenticeship sponsors from 74 to 96 in 2018, has resulted in a significant increase in the number of apprentices registered in Maine. In 2018, MAP experienced a 48% increase in the number of apprentices served (from 602 to 1,153). Historically low unemployment combined with the aging workforce in Maine has employers scrambling to find the talented workforce they need. Many are interested in developing registered apprenticeship programs to address their ongoing workforce training needs. In 2018, Maine had 123 registered occupational programs, cancelled 71 apprentices, registered 348 new apprentices and issued 41 journey worker certificates. In addition to the 96 currently registered sponsors, MAP is working with 97 potential new sponsors, with 10 of those potential sponsors entering the final stages of the registration process.

In 2017, MAP was staffed by an average of 1.86 FTE's while in 2018 our staffing increased to 3.01 FTE's due in part to a position funded through a Federal Apprenticeship Accelerator Grant, scheduled to sunset in February of 2019. MAP is currently exploring the possibility of expanding our staffing capacity to handle the increased demand for registered apprenticeship in Maine. Without expanded capacity, the momentum created during the apprenticeship accelerator grant will not be sustainable and employer demand will likely be unmet.

## **Veterans Services, WIOA Report, December 2018**

(for period ending June 30, 2018)

In the past fiscal year Maine continued to generate a robust hub of activity and employment successes for its veterans and their family members. By early 2018, we boasted the lowest unemployment rate for veterans in the country at 1.7% - tied with Vermont! As in previous years, a large part of our success has been the dedicated support from the top. The Honorable Governor Paul LePage and First Lady, Ann LePage exceeded all expectations, going above and beyond in their support and advocacy for Maine's veterans. That support trickled down as Commissioner of Labor, John Butera and Commissioner of the Department of Professional and Financial Regulation, Anne Head both made veterans a key priority. A critical component of veteran activity in Maine continues to be the Maine Hire-A-Vet Campaign. This year's campaign kicked off in September 2017. The 100-day campaign ended on a high note with 154 employers, 296 veterans hired for an average wage of \$23.16 per hour (up almost \$6 per hour from the 2015 campaign \$17.45 per hour). Sixty-three female veterans were hired during the campaign, over 20% of all hires. In addition, 21 veteran spouses and family members were hired. The National Association of State Workforce Agencies (NASWA) Veterans Committee selected Maine's Hire-A-Vet Program as one of several programs across the country to be featured at their National Veterans Conference in August of 2017. As in past years, the heart of the campaign is its partners, which include MDOL, Maine's CareerCenters, National Guard Employment Support Program, Boot2Roots, Easterseals Maine, Veterans Inc., Maine Bureau of Veterans Services (MBVS), VA Togus VR&E, the VA Homeless Program, the Transition Assistance Advisors and the State of Maine Bureau of Human Resources (MBHR) – most of whom are members of the State Workforce Board's Veterans Employment Committee. One hundred and ten employers participated in the Military Culture 202 Training that provided a quick review of Military Culture 101, and explored the big picture, misconceptions, the importance of structure, mission and purpose, utilizing leadership skills and experience, educational advantages, and communication. A panel of employers shared highlights of their best practices for recruiting, hiring and retaining veterans.

In 2017, Representative Bradlee Farrin introduced LD1327, An Act to Expedite Healthcare Employment for Military Veterans. This bill became Law on March 4, 2018. The goal of the bill, as the title suggests, is to expedite civilian health care employment for military veterans. Using existing resources and available grant funding, MDOL was charged with establishing and implementing this program, with the goal of assisting eligible veterans in obtaining education for and employment in civilian health care occupations and assisting Maine employers in identifying eligible and qualified veterans to fill vacant positions in the State. The roll-out process for this new project will begin in late Fall 2018.

The Jobs for Veterans State Grant (JVSG), a USDOL funded program, provided \$822,871 in PY 2018, supporting 12.5 full-time employment (FTE) veterans staff positions, two of which were limited term positions added to build veterans staffing capacity in different regions of the state. Maine's staffing was comprised of six full-time and four half-time Disabled Veterans Outreach Program Specialists (DVOPs) and four full-time and one half-time Local Veterans Employment Representatives (LVERs) working within 12 CareerCenter offices and numerous itinerant sites. One of the LVERs serves as the state Veterans Program Manager based at central office in Augusta. This staffing plan includes a heavier emphasis on DVOP positions to ensure that intensive services are adequately provided to veterans with barriers to employment.

**Performance Targets and Outcomes for Jobs for Veterans State Grants July 1, 2017 – June 30, 2018.**

<b><i>DVOP Specialists: (Source: WIOA JVSG Performance Report Q3 Ending June 30, 2017):</i></b>	<b>Negotiated Standard</b>	<b>Actual Outcome</b>
Intensive Services Provided to Individuals by DVOP Specialists/Total Veterans and Eligible Persons Served by DVOP Specialists in the State <i>(New)</i>	90	96.1
Veterans' Entered Employment Rate (VEER) <i>Weighted</i>	60	
Veterans' Employment Retention Rate (VERR)	78	
Veterans' Average Earnings (VAE) (Six Months)	\$12,750	
Disabled Veterans' EER (DVEER)	50	
Disabled Veterans' ERR (DVERR)	72	
Disabled Veterans' AE (DVAE) (Six Months)	\$13,750	

Data on the actual performance as compared to the negotiated standards was unavailable, as anticipated, due to change over to WIOA Participant Individual Record Layout (*PIRL*) Reporting. We were able, however, to create the WIOA JVSG Program Report, which captured provision of services to veterans through June 30, 2018. From this report, we can calculate the Intensive Service rate, which was at 96.1% statewide, well above the negotiated standard of 90%.

The JVSG staff development plan for 2018 included training for both JVSG grant funded staff as well as training for our CareerCenter partners. Two of our CareerCenter and Program Managers and three of our DVOPs and LVERs participated in online and in person trainings at National Vets Training Institute (NVTI) (Dallas) in 2017/2018 to include: Leadership for the Integration of Veterans Services (LIVS), Facilitating Veterans Employment (FVE), Intensive Services (IS) and Employer Outreach (EO). We plan to enroll additional program managers and AJC staff in both NVTI's online and in-person trainings in the year ahead.

Maine's DVOPs and LVERs continue to collaborate with local agencies and programs such as Easterseals Maine, Volunteers of America, Goodwill of Northern New England, Boots2Roots, Maine's Apprenticeship Program, Ticket to Work, Military Family Program, Military OneSource, Maine Bureau of Veterans Services, Maine Military and Community Network, Vocational Rehabilitation, VA Vocational Rehabilitation and Employment (VR&E), Chambers of Commerce, Local Workforce Investment Boards, Homeless Shelters, American Legion, Maine National



Guard, Employer Support of Guard and Reserve and the National Guard Employment Support Program. In addition, the Veterans Program Manager provides staff leadership on the State Workforce Board's (SWB) Veterans' Employment Committee, which focuses on Veteran 'Priority of Service' programs and other issues impacting Veterans.

### **Priority of Service**

Maine continues to implement the Veterans' priority of service as defined and required by 38 U.S.C 4215(b) and 20 CFR Parts 1001 and 1010. The Maine one-stop delivery system (Maine CareerCenters) is the core mechanism that is used to support, expand and maintain services to our Veteran population throughout the State. Priority of Service is made available and provided to all eligible veterans and eligible spouses, transitioning service members, Chapter 31 veterans, Native American veterans, and other groups targeted for special consideration, including difficult to serve veterans and veterans with barriers to employment.

### **State Plan Implementation**

Maine's WIOA steering team continues to track and document implementation of the Maine's unified plan. The team of core partners convene regularly to address plan elements, establish project teams and monitor progress. Plan implementation progress slowed in 2017 when Governor LePage petitioned USDOL to consolidate or eliminate a layer of WIOA administration to streamline the system and increase the amount of resources available for participant training. Maine is now regaining implementation momentum.

### **RSI DWG**

Maine applied for and received a Reemployment and System Integration-Dislocated Worker Grant (RSI-DWG) to explore an integrated referral and intake solution. This planning grant provided resources to complete a request for proposals and begin the first phase of implementation. A complete implementation would enhance data sharing between the core partners by connecting their case management systems, allowing for shared participant information. It would also provide a single point of entry to participating programs.

### **Licensing and Credentialing**

In 2018, Maine passed legislation that makes it easier for veterans to transfer military education and training to civilian healthcare credentials.

*An Act to Expedite Health Care Employment for Military Veterans<sup>1</sup>* creates a framework where eligible veterans may get assistance using a "military to civilian crosswalk", to identify matches and gaps in military training, education, and experience to civilian requirements and to receive credits for military experience and credentials. This law recognizes and honors skills gained in United States Armed Forces and National Guard and can greatly reduce or eliminate barriers to obtaining civilian healthcare licenses and employment,

Maine will pursue using this model for other occupations.

Credential conversion for individuals with licenses and education obtained abroad continues to be a barrier to employment for immigrants. Many immigrants are underemployed due to the difficulty in converting their education and experience into credentials and licenses in the United States. A group of stakeholders continue to pursue solutions to this barrier for immigrants.

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<sup>1</sup> [https://legislature.maine.gov/legis/bills/bills\\_128th/billtexts/HP092102.asp](https://legislature.maine.gov/legis/bills/bills_128th/billtexts/HP092102.asp)

## Statewide Degree and credential attainment

In 2017, the State of Maine adopted a long-term goal of 60% of Mainers ages 25 – 64, with a attaining a postsecondary credential of value by 2025<sup>2</sup>. To meet current and future workforce needs, most Mainers will need to attain some postsecondary credential of value in addition to their high school diploma. This includes such credentials as a professional certificate, or college degree that connects them to a good job and career in Maine.

Maine has a have a higher share of high school graduates but similar shares of people with associate's or bachelor's degrees as the nation.

### Educational Attainment in the United States and Maine<sup>3</sup>

	Maine Total (estimate)	Maine Percent (estimate)	U.S. Percent
Population 25 years and over	971,740	(X)	
Less than 9th grade	25,574	2.6%	5.1%
9th to 12th grade, no diploma	49,213	5.1%	6.9%
High school graduate (includes equivalency)	300,716	30.9%	27.1%
Some college, no degree	184,416	19.0%	20.4%
Associate's degree	100,214	10.3%	8.5%
Bachelor's degree	193,860	19.9%	19.7%
Graduate or professional degree	117,747	12.1%	12.3%
Associates Degree or Higher	411,821	42.4%	40.4%
Bachelor's Degree or Higher	311,607	32.1%	32%

While U.S. Census tracks adults with college degrees, it does not provide information about professional credentials or certificates. With a college degree attainment level of 42.4%, the Maine workforce has a combined postsecondary credential of value attainment level of 44%<sup>4</sup> up from 43% last year.

There are a wide range of credentials and differences in credential requirements across industries and occupations, as well as within industries and occupations. There also are differences in licensing requirements among states for a wide range of fields of work.

Maine is in the initial stages of developing a digital badging ecosystem in cooperation with the University of Maine and the Maine Community College System. It is a possibility this will offer an additional mechanism for workers to work toward a credential of value.

## MaineSpark

Maine's original Unified State Plan proposed the development of a State Team for Educational Pathways (STEP). Many of the goals identified were initially moved forward by an initiative called the Adult Degree Attainment Partnership, which developed into an initiative called MaineSpark<sup>5</sup>.

<sup>2</sup> 26 MRSA §2006 1-k. <http://legislature.maine.gov/statutes/26/title26sec2006.html>

<sup>3</sup> U.S.Census Bureau 2017 American Community Survey 1-Year Estimates  
<https://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t#acsST>

<sup>4</sup> Educate Maine; Education Indicators for Maine 2018  
[http://www.educatemaine.org/docs/EducateMaine\\_2018\\_IndicatorReportWEB01.pdf](http://www.educatemaine.org/docs/EducateMaine_2018_IndicatorReportWEB01.pdf)

<sup>5</sup> Maine Spark <http://mainespark.me/>

Funded by the Lumina foundation, MaineSpark is a 10-year commitment from Maine's most influential education and business leaders to work together to ensure that Maine's workforce is productive and competitive. MDOL continues to work with the initiative as a member of the executive team and project teams in identifying and implementing workforce strategies to improve Maine's workforce. The initiative is broken into four tracks that focus on unique sectors of the workforce;

- Strong Foundations, for children birth through 6th grade
- Future Success, for students from 6th grade through post-secondary education
- Adult Promise, for adult learners looking to earn credentials or change careers
- New Opportunities, for professionals looking to move or begin new careers in Maine

While many of the responsibilities of the STEP have been subsumed by MaineSpark, it has become apparent that a STEP is still necessary to implement cooperative agreements identified in the plan. MDOL has been in contact with adult education, University of Maine System and the Maine Community College system to establish a STEP team to address the remaining items.

## **Department of Corrections**

Maine Department of Labor (MDOL) and the Maine Department of Corrections (MDOC) expanded its relationship to better prepare soon-to-be-released inmates. As a result, the Mountain View Correctional Facility became a sponsor of a carpenter apprenticeship program and the Maine State Prison became a sponsor of a guide dog training apprenticeship program. The guide dog training program targets incarcerated veterans as apprentice trainers of guide dogs that when trained, will be assigned to other veterans. Additionally, the Department of Corrections will soon become a sponsor for apprenticeship programs at all Maine Department of Corrections facilities.

In September, MDOL and MDOC held a stakeholder informational session at the Maine State Prison so employers and other interested parties could learn about MDOC workforce programs and hear testimonials from prisoners and partner employers. The testimonials demonstrated the importance and success of these efforts. Feedback from over 120 stakeholders who attended the event demonstrates a clear interest and motivation to participate in recruitment and training partnerships that will result in immediate job opportunities for newly released ex-offenders.

## **Policies**

The Universal Access Team, a work group of the Steering Committee, issued a policy<sup>6</sup> to core partner agencies on accessibility and nondiscrimination. Staff from each agency received formal training on how to implement the requirements of the policy. In addition, the team developed an accessibility guide for staff from each partner agency to use to ensure workshops, materials, and technology used by the partners are accessible. The team identified a catalog of staff development resources and recommendations for local boards on how to assess the accessibility of the one-stops.

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<sup>6</sup> Accessibility Equal Opportunity and Nondiscrimination Policy  
[https://www.maine.gov/swb/laws/policies/PY17-01\\_NonDiscrim-Accessibility.docx](https://www.maine.gov/swb/laws/policies/PY17-01_NonDiscrim-Accessibility.docx)

# WIOA Statewide Performance Report Narrative

## Effectiveness Serving Employers

Core partners are using the Maine Department of Labor’s management information system, Maine JobLink (MJL), to enter employer service information. The Maine Department of Labor submits the annual effectiveness report on behalf of core partners using the data entered into the system. The State selected two effectiveness measures, “Employer Penetration” and “Repeat Business.” Core partners participated in drafting a policy regarding the documentation of employer services. Partners help employers create an account in Maine JobLink if one does not exist. An MJL account gives employers access to self-serve and staff-assisted labor exchange services and informational resources. It also serves as the data repository for employer service documentation.

A guide was developed to provide all partner staff information regarding:

- The wide range of benefits associated with an MJL account,
- The employer account and job order approval process,
- The use of aggregate data reporting to keep individual employer account data secure,
- The types and levels of services tracked in the account, and
- The importance of timely data entry.

Employers with accounts can view services provided by one-stop partners. Partners can view services provided by other partners enabling them to be more effective and efficient with businesses and to learn how to represent partner services to other employers. The joint use of the system promotes an integrated approach to service delivery, access to a menu of partner services, elimination of unnecessary duplicate visits, and a blend of services customized to employer need.

Of the 49,618 business establishments in Maine, 5,408 received services last year, a penetration rate of 10.9%. Over two years, 59.2% took advantage of repeat services. Establishment counts of the specific types of services tracked in the system for PY17:

<b>Activity</b>	<b>Number</b>
Employer Information and Support Services	936
Workforce Recruitment Assistance	5,331
Engaged in Strategic Planning Services	7
Accessing Untapped Labor Pools	19
Training Services	63
Business Downsizing Assistance	15*

\*Rapid Response Services were provided to more than 15 businesses during the program year. To maintain employer confidentiality regarding future lay-offs, staff enter rapid response services into system only after layoffs have been made public. See the report segment on Rapid Response and Layoff Aversion for more detail.

## **State Set-Aside Demonstration Projects**

### **Accelerated English Language Acquisition Pilot**

Low unemployment levels created a critical labor force shortage for Maine employers, particularly in Southern Maine. Cumberland County experiences the lowest unemployment rate and the most unfilled job openings. The State Plan directs the system to develop methods to bring previously untapped labor pools into the workforce. Portland, Maine's largest city located in Cumberland county, has a significant population of immigrants and refugees who are authorized to work but lack the necessary English proficiency to enter employment. This population comes with occupational skills attained in their native countries.

Current English language learner offerings in the region include classroom training of between 3 to 5 hours a week. At this pace, it could take an average English language learner six years to increase his/her English language proficiency to an eighth-grade level.

The goal of this pilot is to accelerate English language proficiency attainment by providing intensive training designed to increase learner's Educational Functioning Levels (EFL) from 2 to 5 in a matter of months. The method includes provision of intensive, vocationally-specific, English language immersion training for 20 hours a week, for six-weeks. Resources provided will fund two cohorts of 15 to 20 students and will offer a series of four six-week cohort sessions. The first cohort of classes is expected to begin in January 2019.

### **Youth Employment Steps to Success Outreach and Awareness Project**

The MDOL Commissioner's office sponsored an education and outreach project aimed at educating younger workers, parents, schools and employers about hiring younger workers to fill summer jobs. The project involved partners from the Department of Education, the Department of Labor, the Department of Economic and Community Development, the Department of Tourism, Jobs for Maine Graduates, the Maine Hospitality Association and Title IB and Title III WIOA service providers across the state.

Youth Employment and the Steps to Success was introduced to boost youth employment during the summer to fill all job openings but particularly to meet the needs of the Maine's hospitality and tourism sectors in dire need of workers. Most summer youth camps stop serving youth beyond age 13 leaving most youth aged 14 to 15 with few options for the summer.

Through a series of information sessions offered at Maine CareerCenters and some high schools, employers, youth, parents, youth service program providers and school superintendents were informed about the new streamlined process for obtaining work permits for youth ages 14 to 15.

Employers were informed about youth labor laws, the permit process, safety standards, recruitment methods and incentives that employers in the tourism sector could take advantage of for hiring new labor force entrants. The incentive was funded through a tourism grant of the Maine Department of Economic and Community Development and consisted of a cash reimbursement of approximately \$2.00/hour for each hour of employment up to a cap of \$400 per new hire.

Students and parents were informed about youth labor laws and the types of jobs that are

available to younger workers, where to look for the job openings, how to prepare to succeed on the job, and more.

In addition, a webpage was developed on the CareerCenter website<sup>7</sup> from which employers, parents and teens could access information on:

- Maine Employment Law and Practices
- Maine Guide to Employing Minors
- Employers Guide to Youth Employment
- Is My Job Safe for Teens?
- Child Labor Poster
- Work Permit Law, form, and instructions
- Maine JobLink
- Employer Workshop information and locations
- Student and Parent Workshop information and locations
- What occupations are safe for my teen?

## **Program Evaluation**

The program evaluation project initially proposed in the four-year unified plan was focused on evaluating differences between the long-term outcomes of participants enrolled in work-based training versus those enrolled in classroom training. Because it would be difficult to establish control groups that would be similar (barriers, experience, existing skills, etc.), the prospective evaluators questioned whether the results would be statistically acceptable therefore the project was tabled.

Another evaluation study was considered, one pertaining to outcomes of the accelerated English language emersion pilot. Members of the Maine Muskie School of Public Service, an arm of the University of Southern Maine that conducts research studies, provided a great deal of information on the possible aspects of the pilot that could be evaluated, the methods that could be utilized and more. However, it was determined that the level of rigor and ultimate end-cost associated with the study would not result in appropriate return on investment, so the idea was not pursued.

## **Common Exit Programs**

Maine can set common exits for specific workforce programs for which report data is tracked in Maine JobLink. The following programs are currently set as common exit programs for the purposes of continuity of participant services.

- Title IB Adult, Dislocated Worker, and Youth;
- National Dislocated Worker Grants;
- Title III Employment Services (Wagner-Peyser);
- Trade Adjustment Assistance;
- Women in Apprenticeship and Nontraditional Occupations (WANTO) Grant participants;
- Competitive Skills Scholarship Program (CSSP).

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<sup>7</sup> Youth Employment Steps to Success (YESS) <https://www.mainecareercenter.gov/yes/>

## Performance Goals

Maine has not implemented any state-specific performance measures.

States must meet at least 90% of the negotiated level to pass performance criteria. The state met or exceeded the negotiated levels on all measures except the Adult and Youth program credential attainment rate. Full performance results are available in Appendix A.

After considerable examination, there are several reasons why this occurred that the State and local areas are working to address:

- a. WIOA was initially implemented in PY16 during the same period Maine began using a new management information system (MIS) for case management and performance tracking and reporting purposes. Staff were grappling with learning and implementing both a new law and a new MIS system which proved extremely challenging;
- b. There was significant staff turnover at the service provider level resulting in inexperienced staff unclear on who or when a WIOA participant is included in the credential attainment measure;
- c. Similarly, staff were learning how data must be entered in the new system and although staff had recorded when a participant successfully completed training, they did not always enter the data into an additional outcomes screen required for inclusion in the quarterly report. In some instances, this issue was not discovered until beyond the fourth quarter after exit, the timeframe in which credential attainment can be reported and so despite the participant having attained the credential, it was too late to get the credit for the measure.
- d. Compounding this is the fact that the reporting systems at both the State and Federal levels were undergoing frequent changes and improvements and it was not possible to simply re-upload the late data into the report system.
- e. Some participants were enrolled in training that resulted in employment, but not a credential. This is allowable; however, it has a negative impact because all participants enrolled in any form of educational or occupational training are included in the credential attainment measure;
- f. In other cases, participants were successfully completing the training, but not taking the exams to attain the credential or license before entering employment;
- g. Finally, approximately 15% of participants on average exited without completing the training. This may be due to the current availability of good paying jobs or may be due to the need for better up-front assessment of preparedness to successfully complete training.

To address the issue, the State has been working on Standard Operating Procedures (SOPs) that provide step-by-step detail on data entry points required by the MJL system to correctly track and report the credential attainment measure. These are in addition to regularly updated user guides provided by the system.

Local areas are already taking steps to ensure the credential attainment measure will be achieved in the future, including:

- Training all staff on how to data enter credential outcome information;
- Emphasizing training that results in a recognized credential as well as employment;
- Expanding assessment of participants' readiness for training;
- Increasing services that support successful completion of training such as providing

- tutoring;
- Securing employer input on the types and levels of credentials they value and the training institutions they feel develop the best-prepared employees;
  - Carefully examining cases that comprise the credential pools in order to:
    - Determine whether any combination of factors can be controlled, such as the types of occupations with the most successful completion outcomes;
    - Identifying patterns of service provision resulting in successful completion of training and attainment of credentials that can be replicated by all career advisors; and
    - Identifying specific staff interventions that may be required.
  - Tightening up the oversight of the case management process to ensure certifications are documented accurately in MJL;
  - Tailoring follow-up services to ensure capture of credential attainment occurring after exit; and
  - Sharing the outcomes of these efforts across all three local areas to promote replication of best practices.

The Bureau of Employment Services started providing mini training sessions after each new release of the information system. The training covers changes in options in selection and dropdown menus related to the elements being documented, and other aspects staff need to be aware of as system improvements are implemented.

## **Rapid Response and Layoff Aversion Activity**

Rapid response was conducted with 51 employers during the program year, 903 workers were provided with information on how to access employment and training services, health insurance options, unemployment insurance claims, information about WIOA dislocated worker services and more. In instances where a trade petition was filed, sessions offering more in-depth information on the trade assistance services are held with all trade-affected workers.

Rapid response sessions are generally provided by a team of staff from various agencies, including Bureau of Employment Services (BES), Bureau of Unemployment Compensation (BUC), Bureau of Rehabilitation Services (BRS), providers of Dislocated Worker programs including Aroostook County Action Program, Eastern Maine Development Corporation, Western Maine Community Action, and Workforce Solutions as appropriate. Other partners participate in providing information, including local Adult Education providers and community-based organizations from banks to housing authorities. Depending on the size of the layoff, community action teams are brought together to identify and allocate community resources for the affected workers.

Rapid response sessions are held at the worksite or at a one-stop center, community center or school close to the worksite. Sessions provide an opportunity for affected workers to ask questions and complete a needs assessment. Responses to the needs assessment result in direct referrals to partner agencies which may provide workshops on job getting, using the Maine JobLink system, updating resumes and cover letters, interviewing and more. If employers are amenable, workshops can be delivered at the worksite and in some cases, will occur before the final layoff date. When community assistance teams are involved, those partners may also provide workshops including information on paying off credit card debt and working with debt



collectors or providing information on self-employment possibilities.

Once the layoff has been announced, employers looking to hire workers with similar skills are contacted to determine possible direct referrals or to participate in customized job fairs for affected workers.

The Trade Act program director provided training to state-wide Title IB program staff on the benefits and requirements of co-enrollment of Trade program participants into the Dislocated Worker program. Maine's Title IB providers are also providers of services through National Dislocated Worker Grants (NDWG).

Maine has a long-standing requirement of co-enrollment of Trade-affected workers into NDWG grants, thus most IB provider staff have worked in close collaboration with Trade program staff to jointly deliver services. Title IB program providers receive information gathered from needs surveys conducted during rapid response sessions. Rapid response team leads coordinate services with each provider on behalf of affected workers. Survey data is used to determine whether an application for national dislocated worker funds may be necessary.

If the need is warranted, rapid response funds are used to hire peer support workers who provide one-on-one assistance to workers in their local communities.

### **Maine At Work Initiative<sup>8</sup>**

Maine employs all the regular early warning systems and recently deployed a system designed to get direct input from employers regarding their workforce needs and challenges. Known as Maine-at-Work<sup>3</sup>, the activity is initiated through an internet site that identifies services and allows the employer to submit an inquiry regarding assistance needed. Each employer receives a personal response from staff of the Bureau of Employment Services. Staff conduct a needs assessment to identify the nature of services the employer could benefit from.

Staff from multiple service provider agencies have been trained on the precept of the Maine-At-Work approach and are listed as partners on the website. Maine at Work can quickly implement collaborative service approaches on behalf of a company facing challenges.

Resources to address employer needs jointly include:

- Wagner-Peyser funded employee recruitment and placement services;
- Title IB On-the-Job, Customized and Incumbent Worker training services;
- Maine Apprenticeship Program assistance;
- Northern Border Regional Grant assistance;
- Competitive Skills Scholarship Program assistance for businesses;
- Economic development partner programs;
- Maine Quality Centers and Maine Community College assistance;
- Adult Education Services;
- Assistance applying for Work Opportunity Tax Credits and Federal Bonding;
- Assistance accessing and training untapped labor pools, including individuals with disabilities, English language learners, ex-offenders, younger workers and in some instances migrant seasonal workers.

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<sup>8 3</sup> Maine at Work website <https://www.maine.gov/maineatwork/index.shtml>

Maine is in the process of compiling two layoff aversion guides, one directed to employers that will promote use of Maine-At-Work and one directed to staff (rapid response teams and partner program staff) that explains how resources can be packaged to address employer needs.

## **Promising Practices**

### **Maine Hire-A-Vet**

The Maine Department of Labor conducted the third annual Hire-a-Vet campaign in PY2017. The goal each year is to engage 100 employers to hire 100 veterans in 100 days. Hire-a-Vet Campaign outcomes for program year 2017:

- 154 employers signed on to the campaign;
- 110 employers attended Military Culture 202 training;
- 296 veterans were hired;
- 63 female veterans were hired;
- 21 veteran spouse and/or family member were hired;
- The average hourly wage of veterans hired was \$23.16 / hour.

Maine held a Kick-off event on August 30, 2018 to launch its fourth year promoting the hire of veterans. The event was attended by 251 employers and 525 job seekers of which 33% were veterans. The event hosted 19 Veteran resource tables and 13 Veterans took advantage of the Hilton Honors accommodations program to participate in the hiring fair. Hilton Hotels provide free overnight accommodations to Veterans who live more than 40 miles away from the hiring event.

### **Innovative Approaches to Apprenticeship**

Over the past year, the Maine Apprenticeship Program has taken enormous strides to make registered apprenticeship the premier employee development tool for Maine industries. In addition to greatly expanding outreach to employers, educators, workforce service providers and others, the program has introduced a new method to engage workforce providers and industry associations as sponsors of the program. The goal of having agencies as sponsors is to reduce paperwork for the employer.

Two workforce service provider agencies have come on board to act as sponsors of apprenticeship, Aroostook County Action Program (ACAP) -also recipients of the federal Women in Apprenticeship and Non-Traditional Occupations (WANTO) grant two years in a row and Eastern Maine Development Corporation (EMDC), an agency whose other arm provides economic development services to several Counties. Workforce development agencies are situated to package title IB resources for apprenticeship and to promote the hire and training of participants from the Adult, Dislocated Worker and Youth programs.

Referred to as “intermediary apprenticeship sponsors” these agencies act as the administrators, who develop agreements with the employers that detail program requirements, on-the-job learning, classroom training, and wage increases. They submit the programs to the Maine Apprenticeship Council for approval and mentor the employer and the apprentice. Intermediary sponsors work with educational institutions that provide the related instruction.

Industry associations can also act as the intermediary sponsor on behalf of its members. Maine’s tourism industry has been challenged to find workers during this era of extremely low unemployment. The Maine Hospitality Association, a recent merger of the Maine Innkeepers and

Maine Restaurant Associations, has become one of the newest sponsors of apprenticeship. They have partnered with the Maine Community College System to provide apprenticeship programs in culinary arts and lodging. Employer members of the association employ the apprentices who apply skills learned in their courses while on the job.

## **Local Sector and Career Pathways Efforts**

### **Eastern Maine Development Corporation: WIOA IB Service Provider serving Penobscot, Piscataquis, Hancock and Washington Counties**

**Manufacturing in Piscataquis County:** Eastern Maine Development Corp., is working with the Penobscot Valley Adult Education Cooperative, Piscataquis County Economic Development Corporation, Eastern Maine Community College and Puritan Medical Products in Guilford to deliver a series of outreach, recruitment and training services to promote employment in the manufacturing sector in Piscataquis County. The team conducted employee interviews at Puritan regarding skills required by Puritan. The input was used to design a Train-the-Trainer program to be delivered by Eastern Maine Community Collage to 50 front-line mentors and supervisors at Puritan. A Manufacturing Academy training program developed by the community college and adult education to prepare job seekers for employment in manufacturing companies throughout the region will be delivered in PY2018

**Hancock County Recovery Workforce Project:** EMDC in cooperation with the Hancock County Jail, the Open-Door Recovery Center, and the Northeastern Workforce Development Board is offering services to individuals re-entering the community from incarceration and local recovery programs. The Hancock County Recovery Workforce Project (HCRWP) is a collaborative effort designed by the partners to provide employability skills training followed by work-based training or education leading to unsubsidized employment. The program has worked with over 50 jail and recovery participants. Participants meet once a week for eight weeks to conduct labor market research; establish a realistic career goal and a plan to achieve the goal; complete a resume and cover letter; practice interviewing skills; talk with employers to understand their expectations; practice budgeting, gain financial management skills; and better understand how to use community support systems. Some participated in short-term paid work experience. Funding for the project is provided by the Hancock County Commission and supplemented by Workforce Innovation and Opportunity Act funds for eligible individuals.

### **Aroostook County Action Program, Inc.: WIOA IB Service Provider serving Aroostook County**

**Sector strategies and employer outreach:** One in ten jobs in Aroostook County are in manufacturing; healthcare employment makes up the largest share of employment representing 30 percent of jobs. Aroostook County, a region as large as Connecticut and Rhode Island combined, necessitates efficient employer engagement and sector-based strategies are the best way to do that. Aroostook County Action Program (ACAP), received a Women in Apprenticeship and Nontraditional Occupations (WANTO) grant which dovetails with WIOA activity and allow leveraging of existing sector-based work activity.

**Western Maine Community Action: WIOA IB Service Provider serving Androscoggin, Franklin, Oxford, Kennebec, and Somerset Counties**

In Central Western Maine, the service provider focuses most of WIOA funding on employer driven training. they use this approach because employers have difficulty finding individuals with the unique skills or experience necessary to fill their openings. In addition, many job seekers prefer short-term training that will lead to stable employment.

Maine has an older workforce with many looking to retire within the next five years. The number of young people entering the labor force is significantly below the number aging out and many in the labor force lack the skills needed for the available jobs. Maine has a growing immigrant base; yet, these new Mainers face a number of barriers including lack of understanding of the U.S. work culture, it is imperative that the workforce development system consider and prepare *all* prospective labor force participants to meet the demands.

The Title IB provider, Western Maine Community Action (WMCA), works with community organizations, educational institutions, employers, and state training programs to package services from recruitment to placement. WMCA conducts marketing, informational sessions, pre-screening, and comprehensive assessments to determine basic academic skill levels; transferrable skill; employment goals, and support service needs and works with employers on selection, enrollment, training, placement, and follow-up of appropriate participants. All partners are involved in all phases of the process from design to implementation. Work-based training includes any or a combination of the following:

- Occupational skills training: classroom training that leads to a credential and meets the needs of the employer
- Customized training: classroom training where the employer determines the type of training necessary; assists in the selection of the participants (from the applicant pool); pays up to 50% of the training costs; and, obtains skilled workers.
- On-the-Job-Training: training takes place at the business; employer selects the participant to be trained (from the applicant pool); up to 50% of the participant's wages are reimbursed during the training; obtain skilled worker.
- Apprenticeship: combination of on the job training (OJT) and classroom training; employer selects the participant (from applicant pool); assistance with tuition costs; obtain skilled worker.

In addition to the skill training, work readiness skills geared toward the industry sector help trainees understand employer expectations.

While this service provider also assists individuals with training who may have interests and needs that fall outside of work-based training projects, work-based training has several benefits, including:

- Employer involvement from start to finish;
- Community partnerships collaborating to grow the workforce;
- Short-term training that keeps job seekers engaged and gets them to work quickly
- Training that leads to opportunities for advancement

Appendix B, Central Western Maine Workforce Development Board SP-NEG projects summary, shows the projects Western Maine Community Action has been involved in this past year.

These projects have used a combination of WIOA IB, SP-NEG, CSSP, and private funds from the John T. Gorman foundation.

WMCA completed a third construction trades project eight candidates, were enrolled. WMCA, Lewiston CareerCenter, The John T. Gorman foundation, Lewiston Ad Ed, several community partners, and several businesses were involved. A combination of funds was used to cover the classroom tuition and work experience and OJT wages. Training topics included: WorkReady, OSHA 10, Construction Scissor Lift training and Renovation, Repair, and Painting (RRP) followed by the construction training work experience for the next 8 weeks. Seven of the candidates were placed in employment.

### **Best Practices and Success Stories:**

Western Maine Community Action made effective use of testimonials in their training and marketing materials. Testimonials from participants and employers are demonstrated below:

“It is very impressive when a country seeks to help immigrants in one way or another. The skills that I had from my country helped me to take the first steps in the United States but it was not enough for consideration with a good job. I needed technical and professional training in the USA. With so many trainings that the host country has, it was a very wise choice for me. I chose the MANUFACTURING training that WMCA/CAREER CENTER offered. It has been especially helpful to me. This training is ready to work safely, and is acquaints one with the American customary system. Today, I still feel good as a Technician because I learned things during this training that helped me. Thanks to the experience of all the team at WMCA/CAREER CENTER, and especially the school staff at Northeast Technical Institute in Lewiston. I learned this a lot of material in the MANUFACTURING training. I appeal to anyone who wants to learn more, to contact the Career Center in general, and in particular NTI, and Lewiston-Auburn Adult Education for a good adaptation to the system of working and studying in the USA. I thank anyone who helped me directly or indirectly to undertake this training.” - **Mpaka Lumbizimbizi, Participant**

“We here at Hahnel Bros. Co. are impressed with the successful completion of the third Construction Class of the Work Experience. The applicants that worked at Hahnel Bros. Co. were well prepared for our type of work and they understood the expectations for employment with the company. The cultural awareness training we received was excellent and insightful. The impactful training was very beneficial and a major factor in the smooth integration of the applicants into our workforce. The experience was very good, we have offered employment to three applicants, and we look forward to the next class.” **Alan Hahnel, Employer**

### **Workforce Solutions: WIOA IB Service Provider serving Waldo, Knox, Lincoln, Sagadahoc, Cumberland, and York Counties.**

**Career Pathways / Sector activity:** For several years, Coastal Counties Workforce, Inc. (CCWI) has taken an employer-focused approach to addressing the skilled worker shortage in their region, as well as working on creating career pathways and opportunities for growth for job seekers. After considerable analysis, CCWI selected five key industry sectors which were deemed essential to the growth of their regional economy:

- Advanced Manufacturing
- Banking and Financial Services
- Healthcare

- Information Technology
- Transportation and Logistics

Their work consisted of identifying these five sectors as economic engines that create high-demand, high-opportunity jobs and collaborating with employers and industry leaders, as well as higher education, adult education, and training programs to identify the skills, education, training, and credentials needed for success within these sectors.

**This career pathway and sector partnership work first entailed identifying the workforce problems to be solved:**

- Recruiting and/or retraining key employees
- Pinpointing the stagnation of wages or industry growth
- Finding the skill barriers (lack of industry-specific skills needed)
- Identifying the skills needed to move into higher positions
- Determining what resources are available to give front-line staff training
- Locating and filling the gaps and barriers to employment

Workforce Solutions is designating a “Sector Strategies Program Coordinator” to oversee business relations throughout the region. This position will focus on developing strategies within each sector that promotes the development of career pathways and placement of WIOA clients. Supporting this effort in local counties will be Career Advisors, who will carry the dual client focus of jobseeker and employer clients.

# The Commission on Disability and Employment 2018 Annual Report to the Governor and Legislature

## Committee Members:

Jennifer Kimble, Chair  
Peaches Bass  
Mel Clarrage  
Jeanie Coltart  
Gayla Dwyer

Rachel Dyer  
Donald Rice  
Karen Fraser (ex-officio)  
Renee Doble (pending confirmation)

The Commission on Disability and Employment (CDE) is a statutorily required committee of the State Workforce Board (26 M.R.S. § 2006(5)(B)(2011)). The Commission exists primarily to “advise, consult and assist the executive and legislative branches of State Government on activities of State Government that affect the employment of disabled individuals,” and works to promote collaboration with the public and private sectors to increase awareness and influence policy related to employment for people with disabilities. The Commission is solely advisory in nature.

The Commission provides this annual report to the Governor and Legislature as its advisement for 2019.

## **The Commission’s Work in 2018**

This year was the first of a two-year strategy to clarify governance, increase membership, and undertake specific plans to deliver on the group’s purpose.

### **Employment First Maine (EFM) Coalition Recommendations**

This year’s primary focus was on monitoring state actions planned or taken to comply with the Employment First Maine Act (26 M.R.S. § 3401-03 (2013)) and respond to the Employment First Maine Coalition’s recommendations, presented to the State Legislature’s Labor, Commerce, Research & Economic Development (LCRED) Committee in January 2018. The Employment First Maine Act required a coalition of individuals “make recommendations to the Governor, the Legislature and state agencies regarding ways to improve the administration of employment services and employment outcomes for persons with disabilities.” The Coalition ended in October 2016 as the result of a sunset provision built into the Act. Considering that the CDE is a statutorily required committee, CDE members agreed that monitoring compliance with the law and state agency progress toward recommendations was an appropriate and necessary endeavor.

The Coalition’s final report and recommendations were completed in 2017; however, they were not presented to the Legislature until January 2018, when six former coalition members reviewed the recommendations with the LCRED Committee. Following the presentation, the three impacted state agencies, Department of Health and Human Services, Department of Education, and Department of Labor, received questions from the LCRED committee; agencies submitted their responses on February 28, 2018.

The CDE invited representatives from the Maine Department of Health and Human Services to attend the July CDE meeting to report out on activities related to fulfilling the Employment First

Coalition's recommendations. Offices in attendance were: Aging & Disability Services, Child & Family Services, Family Independence, and Substance Abuse and Mental Health Services. Representatives from the Maine Department of Labor attended the November CDE meeting to report on their activities. Bureaus in attendance were: Employment Services and Rehabilitation Services (Division of Vocational Rehabilitation and the Division of the Blind and Visually Impaired). A representative from the Department of Education has been invited to the first meeting of 2019 to follow up on the DOE's plans to address recommendations from the Coalition.

The CDE also invited the co-chairs of the LCRED committee, Senator Amy Volk and Representative Ryan Fecteau, to September's meeting to discuss the recommendations and learn how to best follow up on progress. The CDE will connect with the new co-chairs in 2019 to resume discussion and follow up.

**CDE Recommendation to the Governor and Legislature:**

- Monitor state agencies' compliance with the Employment First Maine Act, ensuring employment is the first and preferred service option for Mainers with disabilities in policy and practice.
- Review the Employment First Maine Coalition's final report recommendations to become familiar with the issues impeding progress toward a true Employment First state; ensure recommendations are addressed in agency strategic plans.

**Addressing Barriers to Employment for Persons with Disabilities**

Issues identified in previous years continue to present challenges for employment of PWD in Maine, and are often discussed at Commission meetings. Many of these issues are also identified in the Employment First Maine Coalition final report and recommendations.

**Poverty:** Mainers with disabilities are disproportionately impacted by poverty, experiencing it at twice the rate of Mainers without disabilities. Research correlates poverty with high unemployment, low educational attainment, low-wage jobs, and lack of access to services. In addition, over 10 percent (10.29%) of Maine's working-age population receives a disability benefit from the Social Security Administration, ranking Maine 6th in the country on this metric. The majority of Social Security disability benefit recipients live at or near poverty; in addition, they fear that earning wages will cause immediate loss of the financial and medical safety net on which they rely. Although this is largely untrue due to special rules that support workers with disabilities, myths and misinformation on this topic persist among PWD and the social service providers that support them.

- CDE Recommendation: The state should support efforts to ensure that individuals, their families, and service providers can access accurate information about working and how it affects these benefits to dispel the myths about benefit loss and increase the economic self-sufficiency of PWD and their families.

**Cultural Perceptions:** An area of ongoing concern to the Commission is the impact of societal and cultural messages regarding people with disabilities. These cultural beliefs are longstanding, with even the dictionary defining "disability" as something that "substantially limits activity especially in relation to employment or education." People with disabilities are often seen as individuals who receive services rather than as potential contributors to the economy as employees or business owners; however, every person with a disability is unique and has



individual interests, skills, and abilities that should be considered through the lens of employment.

- CDE Recommendation: The state should support current efforts and develop additional strategies to combat these assumptions about PWD and employment. Strategies should be targeted toward employers, service providers, and the general public, particularly in light of Maine's workforce shortage.

**Access to Effective Services:** In the current and future Maine economy, and in the interest of having Maine residents available and appropriately skilled to fill existing and new jobs as employers need them, the Workforce Development System (WDS) must improve its accessibility to and engagement of people with disabilities. This is specified in the Workforce Innovation and Opportunity Act (WIOA) rules regarding access to services for people with disabilities. Not all people with disabilities require or meet eligibility requirements for Vocational Rehabilitation (VR), and can be effectively served by other parts of the public workforce system.

- CDE Recommendation: The state should ensure compliance with WIOA requirements of equal opportunity, nondiscrimination, and accessibility.
- CDE Recommendation: The state should ensure that agencies providing employment services to PWD are resourced appropriately to attract and retain educated and skilled employees.

**Transportation:** As a very rural state, availability of and accessibility to reliable transportation is a major concern for any Maine citizen living in poverty. People with disabilities may also have disability-specific transportation challenges, presenting a significant barrier to employment.

- CDE Recommendation - The state should work to identify an effective, reliable, and flexible solution to meet this need, including work-related transportation options for people with disabilities.

### **Identifying Opportunities for State Government to Improve Employment of PWD**

Maine has a long history of trying to improve employment of PWD in state government, including a proclamation issued by Governor Baldacci in 2006 stating that Maine would be a Model Employer of PWD. Most recently, "An Act Regarding State Hiring and Retention for Persons with Disabilities" (LD1361) was passed by the 128th Legislature, and became law on October 31, 2017. While this law is limited in scope, the intent of the law is positive and focus on this area should continue.

- CDE Recommendation: The state should ensure compliance with Public Law Chapter 372, §7054-C, which establishes a hiring preference for PWD. In addition, the Commission recommends a review of the law's language which substantially limits the preference to PWD only if: a "qualified professional" determines the individual has a substantial barrier to employment but can benefit from vocational rehabilitation services, and the individual is eligible for the Social Security Administration's Ticket to Work and Self-Sufficiency Program.
- CDE Recommendation: The state should additionally identify and pursue steps that can be taken outside of the legislative process to better support PWD in obtaining and maintaining employment in State Government.

## **Commission Plans for 2019**

The Commission's two-year plan outlines next steps for 2019. Plans include:

- I. Membership:
  - a. Add to membership by increasing representation of individuals with disabilities, advocates, employers, and other parties interested in disability employment.
  - b. Invite the participation of ex-officio members in State Government after new Commissioners are established.
  
- II. EFM Monitoring:
  - a. Invite the Department of Education to share information with CDE members regarding progress toward achieving Employment First Maine recommendations.
  - b. Develop analysis/findings from presentations.
  - c. Request audience with appropriate executive/legislative bodies to present findings.
  
- III. Addressing Obstacles:
  - a. Public Perception: Identify stakeholder groups with which to coordinate efforts to advance employment of Mainers with disabilities, including specific employer and public awareness strategies. Jointly develop and implement coordinated plans.
  - b. Barriers: Continue to explore and advise on strategies to improve access to effective employment services, work-related transportation, and state government employment opportunities for PWD.

*Respectfully submitted by Jennifer N. Kimble, Commission Chair, January 10, 2019*

# Appendices

## Appendix A: USDOL Performance Reports

### WIOA – Effectiveness in Serving Employers

STATE: Maine	PROGRAM YEAR: 2017	Certified in WIPS: 10/01/2018	
<b>PERIOD COVERED</b>			
From ( mm/dd/yyyy ) : 07/01/2017		To ( mm/dd/yyyy ) : 06/30/2018	
<b>REPORTING AGENCY:</b>			
Maine Department of Labor			
<b>EFFECTIVENESS IN SERVING EMPLOYERS</b>			
<b>Employer Services</b>		<b>Establishment Count</b>	
Employer Information and Support Services		936	
Workforce Recruitment Assistance		5,331	
Engaged in Strategic Planning/Economic Development		7	
Accessing Untapped Labor Pools		19	
Training Services		63	
Incumbent Worker Training Services		0	
Rapid Response/Business Downsizing Assistance		15 <sup>9</sup>	
Planning Layoff Response		0	
<b>Pilot Approaches</b>		<b>Numerator</b>	<b>Rate</b>
		<b>Denominator</b>	
Retention with Same Employer in the 2nd and 4th Quarters After Exit Rate			
Employer Penetration Rate		5,408	10.9%
		49,618	
Repeat Business Customers Rate		4,128	59.2%
		6,969	
State Established Measure			
<b>REPORT CERTIFICATION</b>			
<b>Report Comments:</b> Maine selected Employer Penetration and Employer Repeat Business for measures.			
<b>Name of Certifying Official/Title:</b>	<b>Telephone Number:</b>	<b>Email Address:</b>	
Virginia A. Carroll-Division Director	(207) 623-7974	Virginia.A.Carroll@maine.gov	

<sup>9</sup> Rapid Response Services were provided to more than 15 businesses during the program year; however, staff are careful not to enter proprietary information into the system and only enter rapid response services once t layoffs have been made public. See the report segment on Rapid Response and Layoff Aversion for more detail.

# Wagner-Peyser Statewide Performance Report Overview

## Statewide Performance Report Certified in WIPS: 10/01/2018 8:37 AM EDT

<b>PROGRAM</b> Wagner-Peyser		<b>TITLE (select one):</b>			
<b>STATE:</b> Maine	Title I Local Area:	Title I Adult	<input type="checkbox"/>	Title II Adult Education	<input type="checkbox"/>
<b>REPORTING PERIOD COVERED</b> (Required for current and three preceding years.) From ( mm/dd/yyyy ) : 07/01/2017 To ( mm/dd/yyyy ) : 06/30/2018		Title I Dislocated Worker	<input type="checkbox"/>	Title III Wagner-Peyser	<input checked="" type="checkbox"/>
		Title I Youth	<input type="checkbox"/>	Title IV Vocational Rehabilitation	<input type="checkbox"/>
		Title I and Title III combined	<input type="checkbox"/>		

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
		4/1/2017-3/31/2018	7/1/2017-6/30/18	7/1/2017-6/30/18
Career Services	7,186	7,543	\$3,755,840	\$523
Training Services	0	0	\$0	\$0
<b>Percent training-related employment<sup>1</sup>:</b>		<b>Percent enrolled in more than one core program:</b>		<b>Percent Admin Expended:</b>
		6.9%		N/A

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2017-6/30/18	Total Participants Exited Cohort Period: 4/1/2017-3/31/2018	Negotiated Targets	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2016-6/30/17		Employment Rate (Q4) <sup>2</sup> Cohort Period: 7/1/2016-12/31/16		Median Earnings Cohort Period: 7/1/2016-6/30/17	Credential Rate <sup>3</sup> (Cohort Period: 7/1/2016-12/31/16)		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2017-6/30/18	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
					<b>Total Statewide</b>				Actual	6,148	71.8%	3,117	71.2%
Sex	Female	2,883	3,040		2,841	72.1%	1,666	72.0%	\$4,719				
	Male	4,291	4,491		3,299	71.4%	1,445	70.2%	\$6,223				
Age	< 16	5	2		0		0						
	16 - 18	105	89		75	60.0%	49	69.0%	\$3,105				
	19 - 24	632	698		628	75.3%	320	77.5%	\$4,102				
	25 - 44	2,662	2,871		2,351	72.4%	1,235	73.6%	\$5,444				
	45 - 54	1,701	1,744		1,482	74.7%	742	75.3%	\$6,160				
	55 - 59	1,012	1,057		863	74.2%	415	70.0%	\$6,143				
	60+	1,069	1,082		749	61.8%	356	56.0%	\$5,180				
Ethnicity/Race	American Indian / Alaska Native	126	133		83	61.9%	41	62.1%	\$5,617				
	Asian	50	61		50	76.9%	23	74.2%	\$5,418				
	Black / African American	274	278		251	76.3%	135	75.0%	\$5,368				
	Hispanic / Latino	109	124		94	68.6%	52	69.3%	\$4,351				
	Native Hawaiian / Pacific Islander	98	101		90	72.6%	54	70.1%	\$5,283				
	White	6,299	6,598		5,388	71.6%	2,732	71.2%	\$5,481				
	More Than One Race	69	74		47	59.5%	21	61.8%	\$5,834				

BY EMPLOYMENT BARRIER <sup>4</sup>												
	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	7,186	7,543	Negotiated Targets		58.5%		57.5%	\$4,600				
			Actual	6,148	71.8%	3,117	71.2%	\$5,460				
Displaced Homemakers	63	61		38	51.4%	20	55.6%	\$3,793				
English Language Learners, Low Levels of Literacy,	178	176		137	75.3%	64	79.0%	\$5,261				
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	6	8		4	100.0%	1	100.0%	\$3,747				
Ex-offenders	53	50		14	48.3%	5	83.3%	\$3,217				
Homeless Individuals / runaway youth	119	127		85	69.1%	40	67.8%	\$3,561				
Long-term Unemployed (27 or more consecutive weeks)	467	519		142	50.5%	23	46.9%	\$4,054				
Low-Income Individuals	3,520	3,733		3,039	70.7%	1,537	70.7%	\$5,079				
Migrant and Seasonal Farmworkers	18	18		6	66.7%	3	100.0%	\$4,654				
Individuals with Disabilities (incl. youth)	581	591		362	57.9%	162	57.9%	\$3,732				
Single Parents (Incl. single pregnant women)	871	925		425	71.2%	127	69.4%	\$4,924				
Youth in foster care or aged out of system	0	0		0		0						

**ADDITIONAL COMMENTS: Maine has entered Effectiveness in Serving Employers into the Wagner-Peyser Annual Report**

<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

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Public Burden Statement (1205-ONEW)

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# WIOA Adults Statewide Performance Report

Statewide Performance Report		Certified in WIPS: 10/01/2018 8:00 AM EDT			
PROGRAM WIOA Adult		TITLE (select one):			
STATE: Maine	Title I Local Area:	<input checked="" type="checkbox"/> Title I Adult	<input type="checkbox"/> Title II Adult Education	<input type="checkbox"/>	<input type="checkbox"/>
REPORTING PERIOD COVERED (Required for current and three preceding years.)		<input type="checkbox"/> Title I Dislocated Worker	<input type="checkbox"/> Title III Wagner-Peyser	<input type="checkbox"/>	<input type="checkbox"/>
From ( mm/dd/yyyy ) : 07/01/2017 To ( mm/dd/yyyy ) :		<input type="checkbox"/> Title I Youth	<input type="checkbox"/> Title IV Vocational Rehabilitation	<input type="checkbox"/>	<input type="checkbox"/>
06/30/2018		<input type="checkbox"/> Title I and Title III combined			

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
		4/1/2017-3/31/2018	7/1/2017-6/30/2018	7/1/2017-6/30/2018
Career Services	184	204	\$541,498	\$2,943
Training Services	406	368	\$316,435	\$779
Percent training-related employment <sup>1</sup> :		Percent enrolled in more than one core program:		Percent Admin Expended:
39.1%		37.8%		19.3%

BY PARTICIPANT CHARACTERISTICS													
		Total Participants Served Cohort Period: 7/1/2017-6/30/2018	Total Participants Exited Cohort Period: 4/1/2017-3/31/2018		Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2016-6/30/2017		Employment Rate (Q4) <sup>2</sup> Cohort Period: 7/1/2016-12/31/2016		Median Earnings Cohort Period: 7/1/2016-6/30/2017	Credential Rate <sup>3</sup> (Cohort Period: 7/1/2016-12/31/2016)		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2017-6/30/2018	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
					<b>Total Statewide</b>		590	572	Negotiated Targets		77.0%		70.0%
Sex	Female	385	360	Actual	503	74.2%	247	70.2%	\$5,016	117	61.9%	114	29.2%
	Male	205	212		193	73.9%	88	69.3%	\$5,562	32	66.7%	30	26.1%
Age	< 16	0	0		0		0			0		0	
	16 - 18	10	7		8	80.0%	4	66.7%	\$5,802	4	80.0%	1	11.1%
	19 - 24	62	55		54	79.4%	31	83.8%	\$4,491	18	69.2%	12	24.0%
	25 - 44	353	350		310	75.1%	148	69.5%	\$5,113	72	63.2%	73	29.8%
	45 - 54	104	101		100	72.5%	52	71.2%	\$4,896	17	50.0%	15	27.8%
	55 - 59	34	37		23	69.7%	7	50.0%	\$4,635	4	80.0%	9	50.0%
Ethnicity/Race	60+	27	22		8	50.0%	5	55.6%	\$7,801	2	40.0%	4	28.6%
	American Indian / Alaska Native	17	16		6	66.7%	2	66.7%	\$4,086	0		3	33.3%
	Asian	3	3		5	83.3%	3	75.0%	\$6,390	0		1	50.0%
	Black / African American	94	113		64	82.1%	29	74.4%	\$5,486	8	44.4%	17	32.7%
	Hispanic / Latino	16	11		12	66.7%	5	55.6%	\$2,374	1	16.7%	4	33.3%
	Native Hawaiian / Pacific Islander	2	2		3	60.0%	3	75.0%	\$9,741	2	100.0%	0	
	White	455	424		417	73.8%	206	70.3%	\$4,937	103	63.6%	89	28.4%
More Than One Race	7	8		6	66.7%	3	60.0%	\$6,112	0		2	50.0%	

BY EMPLOYMENT BARRIER <sup>4</sup>												
	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	590	572	Negotiated Targets		77.0%		70.0%	\$5,300		69.0%		Baseline
			Actual	503	74.2%	247	70.2%	\$5,016	117	61.9%	114	29.2%
Displaced Homemakers	16	13		4	36.4%	1	33.3%	\$4,832	2	66.7%	3	27.3%
English Language Learners,	164	173		129	78.7%	67	80.7%	\$5,140	24	51.1%	37	34.6%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	9	5		4	80.0%	2	100.0%	\$429	1	50.0%	4	57.1%
Ex-offenders	50	43		46	66.7%	26	60.5%	\$4,337	5	41.7%	9	32.1%
Homeless Individuals / runaway youth	31	39		31	64.6%	16	64.0%	\$3,666	6	54.5%	5	35.7%
Long-term Unemployed (27 or more consecutive weeks)	212	193		61	61.6%	12	46.2%	\$4,825	2	50.0%	38	29.9%
Low-income Individuals	544	533		474	73.5%	242	70.3%	\$4,913	114	62.0%	102	28.3%
Migrant and Seasonal Farmworkers	5	5		2	100.0%	1	100.0%	\$3,642	0		1	25.0%
Individuals with Disabilities (incl. youth)	104	99		54	56.3%	24	60.0%	\$4,338	8	44.4%	15	22.1%
Single Parents (Incl. single pregnant women)	221	198		177	80.8%	86	75.4%	\$4,382	49	62.0%	38	25.5%
Youth in foster care or aged out of system	0	0		0		0			0		0	

**ADDITIONAL COMMENTS:**

- <sup>1</sup>Applies to Title I only.
- <sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.
- <sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.
- <sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

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Public Burden Statement (1205-0NEW)

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# WIOA Dislocated Worker Statewide Performance Report

Statewide Performance Report		Certified in WIPS: 10/01/2018 8:03 AM EDT			
PROGRAM WIOA Dislocated Worker		TITLE (select one):			
STATE: Maine	Title I Local Area:	Title I Adult	<input type="checkbox"/>	Title II Adult Education	<input type="checkbox"/>
REPORTING PERIOD COVERED (Required for current and three preceding years.)		Title I Dislocated Worker	<input checked="" type="checkbox"/>	Title III Wagner-Peyser	<input type="checkbox"/>
From ( mm/dd/yyyy ) 7/1/2017:		Title I Youth	<input type="checkbox"/>	Title IV Vocational Rehabilitation	<input type="checkbox"/>
To ( mm/dd/yyyy ) : 6/30/2018		Title I and Title III combined	<input type="checkbox"/>		

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
		4/1/2017-3/31/2018	7/1/2017-6/30/2018	7/1/2017-6/30/2018
Career Services	198	181	\$1,502,105	\$7,586
Training Services	173	152	\$214,879	\$1,242
Percent training-related employment <sup>1</sup> :		Percent enrolled in more than one core program:		Percent Admin Expended:
48.6%		42.3%		10.8%

BY PARTICIPANT CHARACTERISTICS													
	Total Participants Served Cohort Period: 7/1/2017-6/30/2018	Total Participants Exited Cohort Period: 4/1/2017-3/31/2018		Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2016-6/30/2017		Employment Rate (Q4) <sup>2</sup> Cohort Period: 7/1/2016-12/31/2016		Median Earnings Cohort Period: 7/1/2016-6/30/2017	Credential Rate <sup>3</sup> (Cohort Period: 7/1/2016-12/31/2016)		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2016-6/30/2017		
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate	
Total Statewide	371	333	Negotiated Targets		76.5%		74.0%	\$6,300		65.0%		Baseline	
			Actual	260	76.2%	124	80.0%	\$6,584	54	66.7%	37	23.0%	
Sex	Female	206	194		145	73.6%	71	79.8%	\$6,025	30	65.2%	21	23.1%
	Male	165	139		115	79.9%	53	80.3%	\$8,188	24	68.6%	16	22.9%
Age	< 16	0	0		0		0		0		0		
	16 - 18	0	1		1	100.0%	0		\$2,314	0		0	
	19 - 24	11	10		15	83.3%	6	100.0%	\$7,078	2	100.0%	1	20.0%
	25 - 44	135	129		110	74.8%	57	80.3%	\$6,412	29	65.9%	11	16.9%
	45 - 54	113	101		72	81.8%	31	83.8%	\$7,447	14	73.7%	15	30.6%
	55 - 59	81	62		39	72.2%	21	75.0%	\$6,376	8	66.7%	8	23.5%
	60+	31	30		23	69.7%	9	69.2%	\$4,414	1	25.0%	2	25.0%
Ethnicity/Race	American Indian / Alaska Native	7	6		4	100.0%	2	100.0%	\$8,178	0		0	
	Asian	3	3		1	100.0%	1	100.0%	\$2,424	1	100.0%	0	
	Black / African American	18	14		2	66.7%	2	100.0%	\$8,166	0		0	
	Hispanic / Latino	5	8		6	60.0%	2	40.0%	\$7,444	0		0	
	Native Hawaiian / Pacific Islander	1	1		1	100.0%	0		\$8,201	0		0	
	White	331	300		244	77.2%	115	81.6%	\$6,404	51	68.0%	37	25.0%
	More Than One Race	3	3		1	100.0%	0		\$7,932	0		0	



BY EMPLOYMENT BARRIER <sup>4</sup>												
	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	371	333	Negotiated Targets		76.5%		74.0%	\$6,300		65.0%		Baseline
			Actual	260	76.2%	124	80.0%	\$6,584	54	66.7%	37	23.0%
Displaced Homemakers	23	15		4	36.4%	6	75.0%	\$4,438	4	80.0%	0	
English Language Learners,	37	34		28	70.0%	18	72.0%	\$5,609	11	91.7%	4	22.2%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	1	1		0		0			0		0	
Ex-offenders	14	9		7	70.0%	4	66.7%	\$6,691	1	50.0%	0	
Homeless Individuals / runaway youth	5	2		2	100.0%	1	100.0%	\$8,368	1	100.0%	0	
Long-term Unemployed (27 or more consecutive weeks)	63	46		10	58.8%	1	50.0%	\$6,232	0		6	21.4%
Low-Income Individuals	157	135		100	73.0%	52	77.6%	\$5,011	24	66.7%	9	13.2%
Migrant and Seasonal Farmworkers	1	0		1	100.0%	0		\$1,536	0		0	
Individuals with Disabilities (incl. youth)	33	25		6	46.2%	1	25.0%	\$4,151	1	50.0%	2	18.2%
Single Parents (Incl. single pregnant women)	65	58		46	76.7%	24	82.8%	\$5,954	11	61.1%	4	13.3%
Youth in foster care or aged out of system	0	1		0		0			0		0	

**ADDITIONAL COMMENTS:**

<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

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Public Burden Statement (1205-ONEW)

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# WIOA Youth Statewide Performance Report

Statewide Performance Report		Certified in WIPS: 10/01/2018 8:10 AM EDT			
PROGRAM WIOA Youth		TITLE (select one):			
STATE: Maine	Title I Local Area:	Title I Adult	<input type="checkbox"/>	Title II Adult Education	<input type="checkbox"/>
REPORTING PERIOD COVERED (Required for current and three preceding years.)		Title I Dislocated Worker	<input type="checkbox"/>	Title III Wagner-Peyser	<input type="checkbox"/>
From ( mm/dd/yyyy ) : 7/1/2017 To ( mm/dd/yyyy ) 6/30/2018		Title I Youth	<input checked="" type="checkbox"/>	Title IV Vocational Rehabilitation	<input type="checkbox"/>
		Title I and Title III combined	<input type="checkbox"/>		

SUMMARY INFORMATION				
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:
		4/1/2017-3/31/2018	7/1/2017-6/30/2018	7/1/2017-6/30/2018
Career Services	242	193	\$1,255,161	\$5,187
Training Services	213	147	\$116,300	\$546
Percent training-related employment <sup>1</sup> :		Percent enrolled in more than one core program:		Percent Admin Expended:
34.0%		35.6%		11.9%

BY PARTICIPANT CHARACTERISTICS														
		Total Participants Served Cohort Period: 7/1/2017-6/30/2018	Total Participants Exited Cohort Period: 4/1/2017-3/31/2018		Youth Employment/Education/ Training Rate (Q2) Cohort Period: 7/1/2016-6/30/2017		Youth Employment/Education/ Training Rate (Q4) Cohort Period: 7/1/2016-12/31/2016		Median Earnings Cohort Period: 7/1/2016-6/30/2017		Credential Rate <sup>3</sup> (Cohort Period: 7/1/2016-12/31/2016)		Measurable Skill Gains <sup>3</sup> cohort Period: 7/1/2017-6/30/2018	
					Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate	
					<b>Total Statewide</b>		455	340	Negotiated Targets		71.0%		69.0%	Baseline
Sex	Female	265	203	Actual	252	72.0%	140	75.7%	\$3568	558	50.4%	48	21.7%	
	Male	190	136		148	72.2%	82	78.8%	\$3902	42	58.3%	33	22.0%	
Age	< 16	2	0		0		0			0		0		
	16 - 18	179	107		76	66.1%	49	71.0%	\$2992	21	47.7%	18	23.7%	
	19 - 24	274	233		176	74.9%	91	78.4%	\$3802	37	52.1%	30	20.8%	
	25 - 44	0	0		0		0			0		0		
	45 - 54	0	0		0		0			0		0		
	55 - 59	0	0		0		0			0		0		
	60+	0	0		0		0			0		0		
Ethnicity/Race	American Indian / Alaska Native	10	9		4	66.7%	0		\$2089	1	50.0%	0		
	Asian	5	4		2	50.0%	2	100%	\$1341	0		0		
	Black / African American	33	22		15	57.7%	11	84.6%	\$4502	4	50.0%	1	10.0%	
	Hispanic / Latino	13	7		5	62.5%	2	40.0%	\$3695	0		1	20.0%	
	Native Hawaiian / Pacific Islander	0	0		1	100%	0		\$3796	0		0		
	White	394	291		208	71.7%	113	74.3%	\$3535	51	53.1%	46	23.2%	
	More Than One Race	6	4		2	50.0%	1	50.0%	\$3553	0		0		

BY EMPLOYMENT BARRIER <sup>2</sup>												
	Total Participants Served	Total Participants Exited		Youth Employment/Education/ Training Rate (Q2)		Youth Employment/Education/ Training Rate (Q4)		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
				Negotiated Targets		Actual				Baseline	69.0%	
<b>Total Statewide</b>	455	340			71.0%			Baseline		69.0%		Baseline
				252	72.0%	140		\$3568	58	50.4%	48	21.7%
Displaced Homemakers	1	1		0		0			0		0	
English Language Learners, Low Levels of Literacy,	180	134		109	68.1%	66		\$3393	25	44.6%	16	18.8%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	2	4		1	50.0%	0		\$3184	0		0	
Ex-offenders	62	46		43	75.4%	16		\$3478	3	37.5%	5	25.0%
Homeless Individuals / runaway youth	71	58		34	69.4%	17		\$2366	4	26.7%	5	18.5%
Long-term Unemployed (27 or more consecutive weeks)	164	108		20	54.1%	3		\$3184	0		13	23.2%
Low-income Individuals	409	309		238	71.5%	135		\$3565	56	50.5%	43	21.5%
Migrant and Seasonal Farmworkers	0	0		0		0			0		0	
Individuals with Disabilities (incl. youth)	200	142		74	66.1%	38		\$2691	10	37.0%	27	31.8%
Single Parents (Incl. single pregnant women)	96	89		56	74.7%	27		\$4456	15	62.5%	18	32.1%
Youth in foster care or aged out of system	11	5		4	57.1%	2		\$978	0		1	33.3%

**ADDITIONAL COMMENTS:**

<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

Public Burden Statement (1205-ONEW)

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## Appendix B: CWWDMB SP-NEG projects summary

July 1, 2015 – June 30, 2018

Employer	Program	Provider	Students
St Mary's	Med. Assistant with work Ready	Gray – New Gloucester Adult Ed	4 SP (20 in class)
St. Mary's	CNA with Work Ready	Lewiston Ad Ed	0 SP (9 in class)
Elmet Tech, and Others	Mfg with Work Ready (2 rounds)	MSAD #52 Ad Ed and NTI	2 SP (8 in class) 0 SP (8 in class)
Downeast Mfg and others	Mfg R2W Academy	Mechanic Falls AE, et al	3 SP (5 in class)
Lakewood Nursing	R2W to CNA to OJT	Waterville Ad Ed	1
Mt. St. Joseph's	R2W to CNA to OJT	Skowhegan	1
Maine General	Med. Assistant with Work Ready	Augusta Ad Ed	3
Hahnel Bros, and Others	R2W/Construction to OJT (2 rounds)	Lewiston Ad Ed and community partners	2 SP (7 in class) 0 SP (5 in class)
Me Awards	OJT - stitcher	Training at Me Awards	1
Spiller's	OJT- sales	Training at Spiller's	1
Catalyst	OJT - papermaker	Training at Catalyst	2
Augusta Fuel	OJT - HVAC	Training at Augusta Fuel and HVAC class at MEMA	1
Elmet Technologies	OJT – Material Preparer	Training at Elmet Tech.	1

43 people enrolled through 06/30/18 as follows:

- 9 enrolled in manufacturing: 4 in R2W; 1 in R2W/OJT; 4 OJT
- 5 enrolled in C N A training: 2 in R2W/OJT
- 8 enrolled in truck driving
- 11 enrolled in medical assisting: 4 in R2W; 3 in R2W/OJT
- 3 enrolled in HVAC: 1 OJT
- 1 enrolled in sales: 1 OJT
- 2 enrolled in medical coding and billing
- 1 enrolled in forensic science
- 2 enrolled in construction: 2 in R2W
- 1 enrolled in MHRT-C
- (9) manufacturing + (5) C N A + (8) truck driving + (11) medical assisting + (3) HVAC + (1) sales + (2) medical coding and billing + (1) forensic science + (2) construction + (1) MHRT-C = 43

OJTs – 12

- 2 Stitching (1 R2W/OJT; 1 OJT)
- 2 CNA (2 R2W/OJT)
- 3 Med. Asst. (3 R2W/OJT)
- 1 Sales
- 2 Papermaker
- 1 HVAC
- 1 Manufacturing