

Children's Cabinet meeting
March 19
10:30 am to 11:30 am

Update on the Emergency Response to the Shootings in Lewiston

Update from DHHS:

DHHS received a \$2,048,452 federal grant to support behavioral health, community wellness, and resiliency to support the response to tragedy in Lewiston on October 25, 2023.

The year-long grant was awarded by the U.S. Department of Health and Human Services Substance Abuse and Mental Health Services Administration (SAMHSA). The SAMHSA Emergency Response Grant (SERG) will supplement other state and federal funding for the response. The funding will help to reinforce the behavioral health workforce, recovery for individuals and families affected by the tragedy, and community resilience in Lewiston and the surrounding communities.

The priorities laid out in the grant application were informed by a series of listening sessions that DHHS held with behavioral health providers, health care systems' leadership, members of the Deaf and Hard of Hearing and New Mainer communities, school staff, home-based providers, ethnic and community-based organizations (ECBOs), and other impacted parties. The New Mainer Community and the Deaf Community are two of the high priority populations for this grant.

This funding will:

- **Expand community-based behavioral health workforce:** Funds will be used to increase the number of behavioral health professionals available to engage in mobile crisis outreach and peer harm reduction. The funding will also support the Project Support You. This initiative supports first responders in de-escalating emergency calls and assists with first responder debriefing following an incident.
- **Support a trauma-informed learning community:** The learning community will provide training and skills for the workforce most directly connected to the populations affected by the shootings in Lewiston, including behavioral health and health care workers, educators, community workers, community officials and others. It will improve their ability to appropriately respond to and meet the needs of those they serve. The learning community also seeks to provide training to recognize and respond to front-line workers' own traumas, helping to "care for the carers" by promoting trauma support and resiliency among the workforce. This will be launched as a partnership between Maine DHHS, NAMI Maine, AdCare, and the Co-Occurring Collaborative Serving Maine.
- **Raise awareness of existing behavioral health resources:** Maine DHHS will use funds to leverage its StrengthenME platform to help amplify awareness of existing behavioral health resources through tailored and targeted messages. The hope is to normalize and destigmatize reaching out for help with mental health.
- **Support communications for priority populations:** The grant will support the development of a website that consolidates community-developed and accessible information for members of the Deaf and Hard of Hearing community who were particularly

hard hit by the Lewiston events. Funding will also support ECBOs focused on serving the New Mainer communities of Lewiston with whole-family, culturally appropriate support for the many individuals experiencing retraumatization.

Update from DOE:

The state is facing a mental health crisis statewide in our schools. DOE is working to provide support to students and teachers in many different ways.

1. **Building Assets, Reducing Risk** – A team from DOE presented on BARR in a previous meeting. This initiative supports schools to provide wrap around services for all students. BARR provides school staff the tools to better understand and build on students’ strengths, proactively address the non-academic reasons why a student may be falling behind in school and identify what resources they need and steps they can take to thrive. It helps to build a culture of resiliency and support for all students. It is data driven and has generated positive outcomes for schools across the state. More than 70 schools have received funding to implement BARR. DOE will extend to around 30 more schools in the next school year.
2. **Expand Access in School Environments (EASE) Maine** grants to nine high-need school administrative units (SAUs) to support efforts to recruit and retain mental health providers and expand services to students
3. **Stronger Connections Grants** provides 14 grants to SUA to expand virtual mental health services and promote safer, more inclusive, and positive school environments for all students, educators, and school staff.
4. **ECHO and webinars for educators.** DOE is leading a series of professional learning opportunities focused on helping young people dealing with stress and doing problem solving.

Presentation on the First year Evaluation of the Maine Career Exploration Program

The Maine Career Exploration (MCE) program is a two-year pilot initiative that aims to connect young people to Maine’s economy through age appropriate career exploration opportunities and pathways by providing youth with direct interaction with businesses, non-profits, and the public sector to understand career opportunities that align with their interests. Launched in the summer of 2022 with \$25 million of funding from Governor Mills’ Jobs & Recovery Plan, the primary goals of the MCE pilot initiative are to:

- Connect 6,000 young people aged 16-24 in Maine to future career opportunities by funding paid work experiences with employers across the state.
- Expand existing and build new Career Exploration programming in high schools and communities.
- Establish infrastructure to support this programming beyond the federal funding for the initiative.

The Maine Department of Economic and Community Development (MDECD) provides program management and oversight of the overall statewide initiative while the \$25 million investment was allocated to three areas of programming:

1. Maine Children’s Cabinet Career Exploration Pilot Project
2. Maine Department of Education Extended Learning Opportunity

Expansion Program

3. Jobs for Maine Graduates Career Exploration Expansion

The Data Innovation Project at Cutler was commissioned to focus on the expansion of Extended Learning Opportunities at 23 schools and 3 community based organizations and grants to community based organizations for historically disadvantaged youth.

Jobs for Maine Graduates is also running their own Maine Career Exploration Badge program. That work was included in this evaluation.

This is an interim report for only the first year. We know that things will continue to emerge.

See slide show for more details.

The evaluation looks specifically at the experience and outcomes for the youth participants and found the following:

- Positive adult connections are key to the long term impact of young people
- Participants experienced changes in skills and knowledge. Most said they experienced some change of major change in key areas.
- The program supported participants to start to plan for their future. Determine that a career path was right or not right.
- The coordinators focused on meeting youth where they are at.
- The program supported participants to build hope and optimism about their futures. And what their futures hold.

The intensive engagement with staff at CBOs was critical for supporting disadvantaged young people. The support service dollars made participation in the program possible. Transportation was a key barrier for lots of students. Students appreciated the hands-on experience and explained that it helped to stay motivated.

Overall the program coordinator played a critical role for both participants and employers. Employers appreciated the connections and support they provided. For youth, the coordinators helped them to identify their aspirations and goals. Coordinator are key to helping them to seek those aspirations and making connections to experiences.

The CBO's described the funding as much more flexible. They could reach more youth and get creative with their approach. Paid work experience expands access. While pay was not the most important factor for participation listed in the open ended survey, the youth frequently listed as an important incentive. Pay was listed as particularly important to engage disadvantaged and disengaged students. In addition, ELO students ranked academic credit as being important.

Administering compensation was a challenge, particularly for schools. They were unevenly available. Transportation was a big challenge. It was the number 1 challenge for ELO coordinators. These transportation challenges limited options or created inequitable opportunities. In addition, some of the ELO coordinators believed that more job readiness training and social emotional support were needed.

Department of Labor Programming for Youth

See attached slide deck for details about pre-apprenticeship, apprenticeship, WIOA and vocational rehabilitation programming for youth.

YOUTH WORK-BASED LEARNING PROGRAMS

KIM MOORE, BUREAU OF EMPLOYMENT SERVICES

JOAN DOLAN, MAINE APPRENTICESHIP PROGRAM

LIBBY STONE-STERLING , BUREAU OF REHABILITATION SERVICES

AGENDA

Young adults in Maine & within DOL



Pre-apprenticeship & registered apprenticeship



Workforce Innovation Opportunity Act (WIOA) Youth programs



Vocational Rehabilitation programs

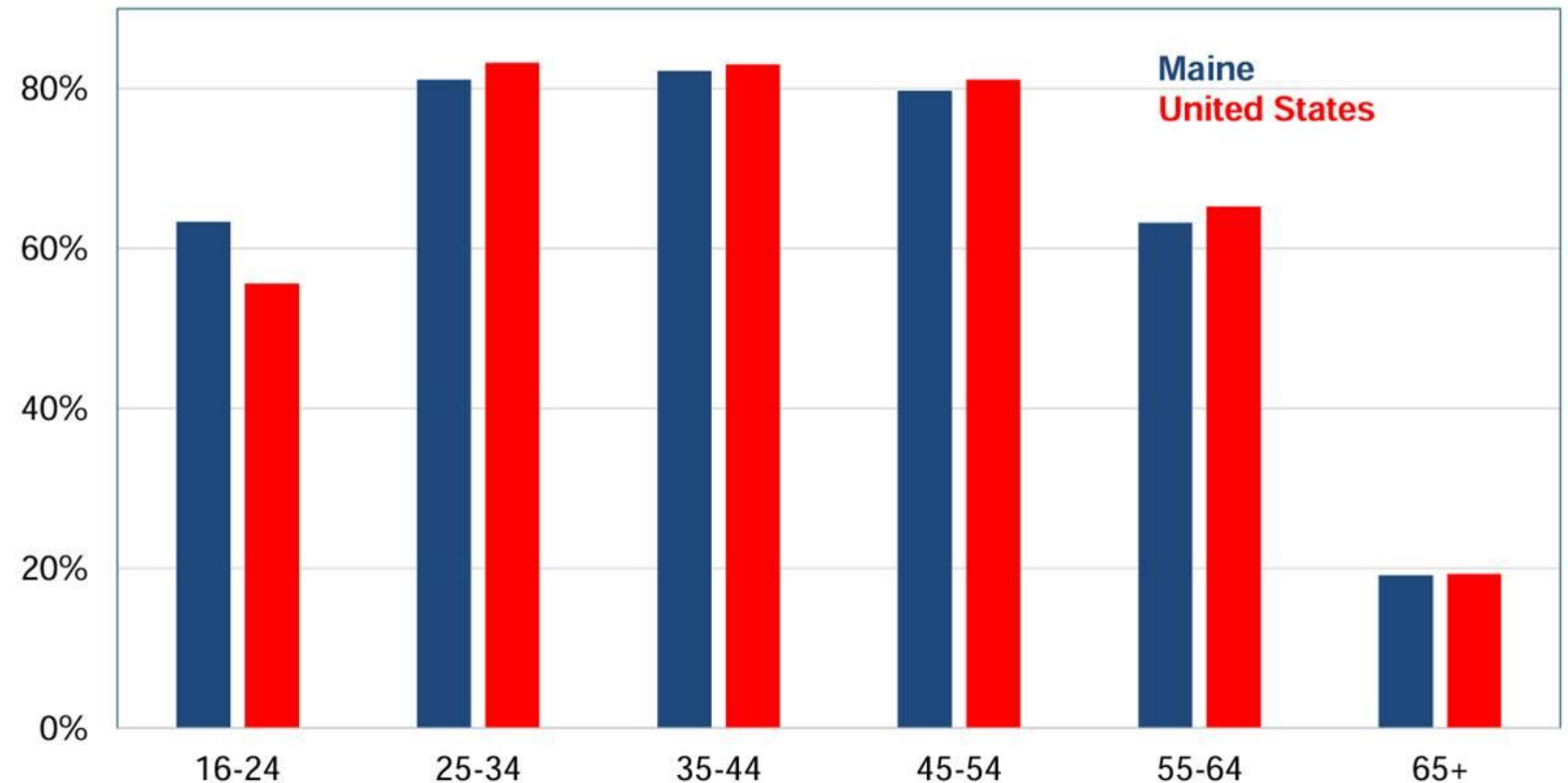


Strengthening connections

YOUNG ADULTS IN MAINE

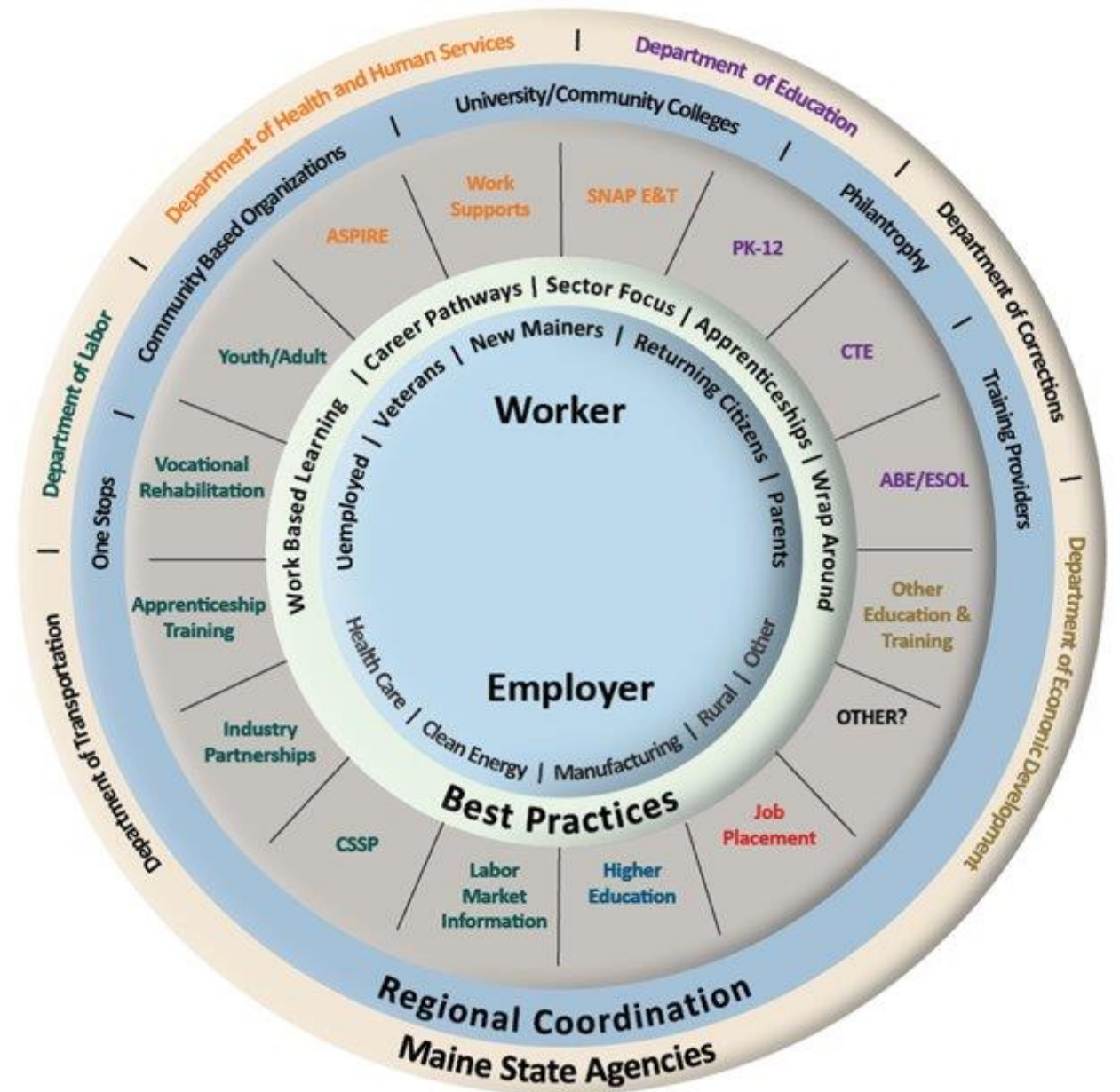
- Population 16-24 yr olds in ME (2021): 128,000
- Maine's population skews older than the US—with **37% of our population over 55+ vs 26% 16-24 yr old**
- While share of young adults is decreasing, **labor force participation rates of 16-24 yr olds exceeds national average (63% in ME vs 55% nationally)**

Labor Force Participation by Age Group in 2022



DOL, Young Adults & the Workforce System

- In 2022, MDOL workforce programs delivered ~4,000 services to young adults between 16 – 24 years old
- Majority of young people served are **low-income, multilingual learners, and youth with disabilities**—as well as justice-involved, unhoused, parenting and foster youth
- Vast majority participated in **work-based learning experiences** through WIOA, VR & pre-apprenticeship programs
- Annual State/Federal allocation for young adult WIOA & VR services ~\$13 M → Discretionary grants & ARPA allocated nearly \$11M to allow us to increase reach within this community



REGISTERED APPRENTICESHIP & PRE-APPRENTICESHIP

- **Registered apprenticeship** is a job, with mentored on-the-job learning, classroom instruction, wage progression, culminating in industry credential
- **Certified pre-apprenticeship** combine classroom and hands-on training with potential employers, result in industry-recognized certifications and interview opportunities to be hired as registered apprentices
- **Sectors:** Pre-apprenticeship programming in Maine is codified and offered across sectors, including healthcare, construction, automotive technology, manufacturing, aquaculture, and hospitality.
- **Metrics:** 36+ pre-app programs certified since spring 2023 serving 686 individuals → nearly half young adults
- WIOA providers assess eligibility of pre-apprentices for co-enrollment to provide supportive services



MAINE
Apprenticeship
Program

“This may be a good option for other students who are looking to move forward in their career while gaining school credits and getting certifications early. This program gives you the opportunity to see what options there are in trades, and can help you get a head start in whichever trade you choose.”

—Jillian Rackliff, student in the All Trades Pre-Apprenticeship Program

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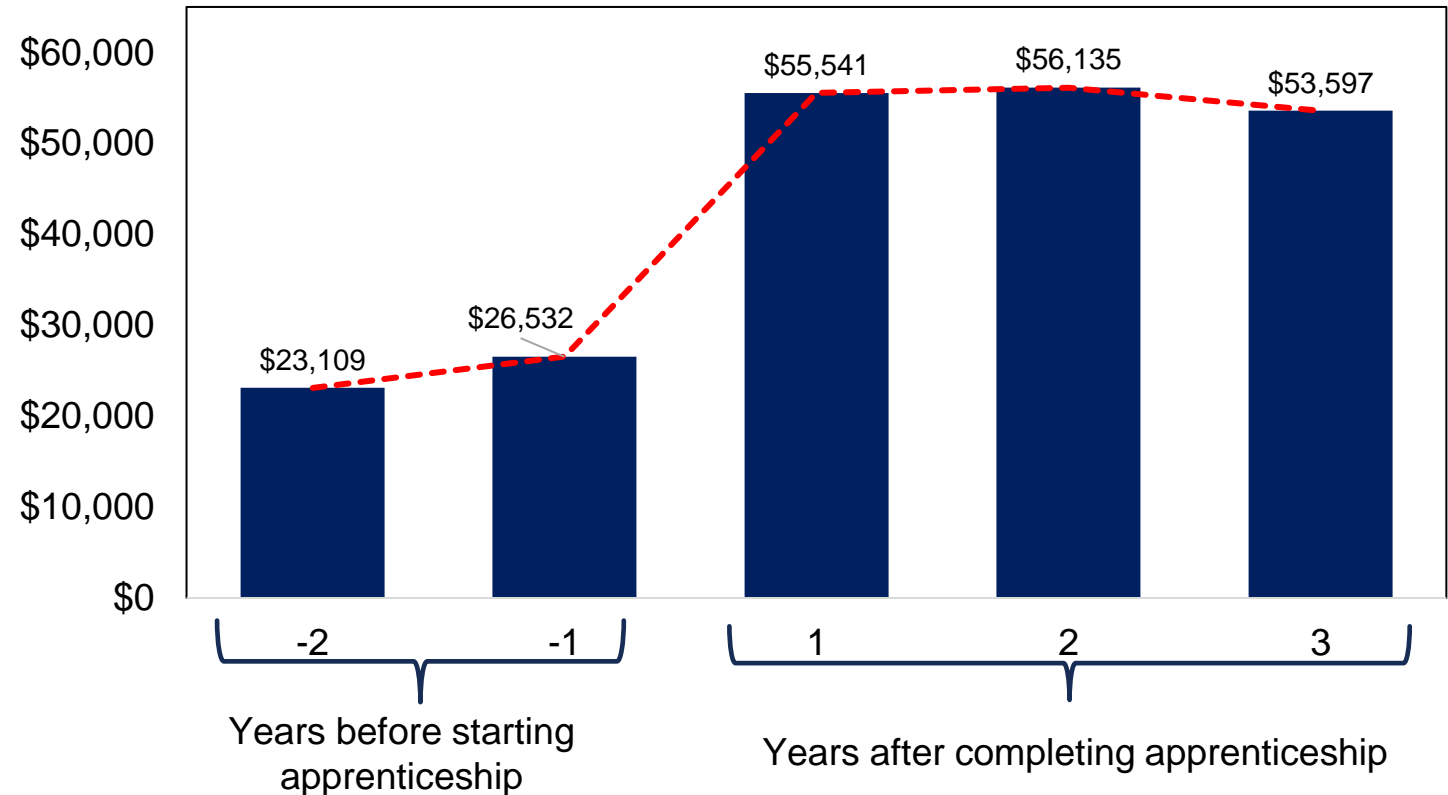
The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.

Newly revamped apprenticeship website:
www.maine.gov/apprenticeship

WHY A PATHWAY TO REGISTERED APPRENTICESHIP?

- Analysis of 850 apprentices that completed between 2017- 2023
- Participants worked in range of occupations: 50% in trades, 25% in healthcare
- Median annual **earnings more than doubled the year** after completion from the year before entering the program, increasing from \$26,500 to \$55,500
- Apprentices with full time equivalent earnings increased from 38% one year before entry to 70% one year after completion.

Adjusted Median Wage of Completers by Outcome Year



Source: Registered Apprenticeship Partners Information Data System (RAPIDS) system and MDOL Employment and Wage Records.

Notes: These data do not capture jobs in other states among those who may have moved from or to another state or may be commuting to another state for work. As well, these data do not capture employment not covered by Maine unemployment insurance such as federal government, the unincorporated self-employed, or independent contractors.

SUCCESSFUL PRE-APPRENTICESHIP MODELS

Somerset CTE, Skowhegan – pre-apprenticeship to apprenticeship pathway – 1st CTE to register as **intermediary**

- Occupations include electrician, construction craft laborer and personal banker

Foster Tech. - Farmington - pre-apprenticeship to apprenticeship pathway – 2nd CTE to register as an **intermediary**

- Occupations include laminator, line cook and heavy equipment operator

AFL/CIO, Union Construction Academy, All-Trades High School Apprenticeship Readiness,

- High School Programs (2) - Nokomis High School, Newport and Brewer High School, Brewer

Associated General Contractors (AGC) - Maine Construction Academy, 6-weeks

- High School Programs (6) – Bath, Biddeford, Brewer, Gorham, Oxford Hills, South Portland
- CTE Programs (3) – Caribou, Tri-County and Northern Penobscot

New RFA To Develop Additional Pre-apprenticeship Programming Planned for Spring/Summer 2024

WIOA YOUTH PROGRAM OVERVIEW

- **Workforce Innovation Opportunity Act (WIOA) Youth** Program provides comprehensive youth services focused on assisting out-of-school youth and in-school youth, aged 14-24, with one or more barriers to employment
 - prepare for employment and postsecondary education opportunities;
 - attain educational and/or skills training credentials; and
 - secure employment with career/promotional opportunities.
- Local service providers include **Goodwill Workforce Solutions, Eastern Maine Development Corp & ACAP**
- Program elements include career coaching and guidance; tutoring; labor market information; financial literacy; **paid and unpaid work experiences including pre-apprenticeship programs, internships, job shadowing; on the job training (OJT)**; leadership development; supportive services necessary for student success; postsecondary education and training prep activities, etc.

WIOA YOUTH PROGRAM: ELIGIBILITY AND SUPPORT SERVICES

Who is eligible?

In-School Youth (ISY) (*Waiver in place*)

- Is attending school, not younger than 14 or over 21 (with some exceptions)
- Qualified as low income AND has at least one other barrier to employment including: basic skills deficient, an English language learner, justice involved, unhoused, foster youth, pregnant or parenting, a person with a disability, requires additional assistance to complete training or enter/hold employment

Out-of-School Youth (OSY)

- Not attending any school
- Not younger than 16 or over 24
- One or more barriers listed above and including: school dropout; those with a HS degree/HiSet who is low income and either basic skills deficient or an English language learner

Supportive Services* can layer onto other programs that support young adults—and can include:

- Transportation Assistance including support for drivers ed, car repairs, etc.
- Child Care Support
- Basic Needs Support: connections for housing, food and/or clothing
- Healthcare connections
- Mentoring and counseling
- Specialized support for individuals with disabilities
- Tuition, equipment and fees needed for training/credential

**supports are determined based on individual need and circumstances.*

WIOA YOUTH PROGRAMS

Reach: 367 youth served in the past year:

- 90% low income
- 57% youth with disabilities
- 49% English language learners
- 43% non-white
- 10% unhoused
- 9% single parents
- 7.9% justice involved
- 4% foster youth



Outcomes (includes placement in post-secondary education):

- 70%+ employed 1 year after program exit
- Median wages in the quarter 6 months after exit: \$4,644
- 56% gained a credential
- 55% demonstrated a measurable skill gain (test score improvement, grade advancement, etc.)

SUCCESS STORY: WIOA YOUTH

- **American General Contractors partnered with ELO programs** to connect young adults to their Construction Academy pre-apprenticeship. Organizers intentionally connected to WIOA youth programs to ensure eligible students were supported through the training and beyond and that they received training stipends while participating in the Academy.
- Cynthia, shy and reserved, needed to build basic work readiness skills and career awareness, and prepare for work as she was expecting her first child. After participating in work experience cohort, she honed-in on an office-focused job that allowed her to be off her feet now and home on weekends once she welcomed her child. She started a **work experience** at the Waldo Community Action Program and blossomed, finding her voice. Waldo CAP is likely to offer her permanent employment after her work experience concludes.

SUCCESS STORY: WIOA YOUTH

- Gabe, referred to the program by his **JMG** teacher at **Ellsworth HS** after graduation, had no formal work experience and wasn't sure of where to go next. Upon completion of a **Young Mainer's Workforce Academy** through EMDC, he identified opportunities he was excited to try within walking distance of his home. His top choice (a local movie theater) welcomed him and quickly reported positive reviews. Gabe was able to improve his leadership skills and expanded his network “while doing cool things.” The theatre **hired him**—taking **advantage of On-the-Job training** to support his learning on the job. He can now project a film independently and is working on simulcasts and live stream events for a film festival!

VOCATIONAL REHABILITATION (VR) OVERVIEW

- VR programs serve students ages 14 and up with **Pre-Employment Transition Services** such as work readiness training (including driver's ed!) , job exploration, counseling on career pathways and post-secondary opportunities and work-based learning ...including **summer work experience!** Last year VR served **approximately 3000 youth and young adults** with transition services!
- Any young person who receives special education services or has a 504 plan or otherwise is recognized as a youth with a disability can access VR services! We have virtual and in-person services that can be accessed anywhere around the state...and we welcome co-enrollment!
 - Did you know that every Maine high school has an assigned VR Counselor? We look for opportunities to align our efforts with ELO and Career Exploration programming!
 - We work with a **benefits counseling** team at Maine Medical Center's Department of Vocational Services to ensure students and families have needed information on how students can work and still maintain needed public benefits
- New Opportunity! **Pathways to Partnership** Grant - Building capacity and seamless transition for youth starting at **age 10!**
 - Partnering with MDOE and Alpha One – Maine's Center for Independent Living

SUCCESS STORY: VOCATIONAL REHABILITATION (VR)

"Josh" , a high school student in northern Maine with juvenile justice involvement, was referred to VR by his children's behavioral health case manager.

After participating in substance use treatment, "Josh's" VR counselor provided specialized career guidance and counseling to help "Josh" explore future career goals and identify a career pathway of interest in Welding.

With support, Josh has been able to stay in school, has had a paid work experience, and is on track to graduate and is accepted at his local community college for the fall in the Welding program.

IN SUMMARY...

CONNECT WITH US!

KIM MOORE, EMPLOYMENT SERVICES,
KIMBERELY.MOORE@MAINE.GOV

APPRENTICESHIP: JOAN DOLAN,
JOAN.M.DOLAN@MAINE.GOV

LIBBY STONE-STERLING, REHAB
SERVICES, LIBBY.STONE-STERLING@MAINE.GOV

Looking for opportunities to farther scale, fund & embed pre-apprenticeship in schools, correctional facilities & with opportunity youth

Support in making connection to WIOA & VR programs among schools, corrections, and other youth-focused programs

Connect with us to see how we can leverage existing programs in supporting youth in employment programs

HOW CAN WE HELP YOUR
YOUTH PARTICIPANTS
CONNECT TO SUMMER
WORK EXPERIENCES?

MAINE EMPLOYER SUMMIT – MAY 14

Goals: To provide employers with best practices, ideas and connections to engage young people & advance recruitment, retention and inclusion goals

Target audiences: Employers, workforce partners, ELO coordinators and young adults

Session topics:

- Designing **Work-Based Learning** to Engage Local Youth
- Supporting **Mental Health Needs** trauma informed workplace
- Retaining workers through **High-Quality Jobs**
- Creating Inclusive Workplaces Through **Modifications and Accommodations**
- Recruiting and Supporting **New Mainers**
- Multigenerational Workplace—Supporting **Working Parents** and Children
- **LGBTQ+** Communities and Workplace Supports
- Embracing the **re-entry population** through employment

- **Innovation hall:** Employers & young adults connecting via *mock interviews, resume review, and hands-on, interactive demonstration opportunities*

- **Registration is open:** www.maineemployersummit.com

SAVE THE DATE
— MAINE —
EMPLOYER SUMMIT
Engaging Today & Tomorrow's Workforce
2024

<u>DATE</u>	<u>LOCATION</u>	<u>TIME</u>
May 14, 2024	BANGOR CROSS CENTER	7:30 AM - 3:30 PM

CO-HOSTED BY

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DEVELOPMENT

In partnership with the Maine State Workforce Board
The Maine Department of Labor provides equal opportunity in employment and programs.
Auxiliary aids and services are available to individuals with disabilities upon request.

WWW.MAINEEMPLOYERSUMMIT.COM



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SOUTHERN MAINE
Catherine Cutler Institute



INTERIM EVALUATION REPORT



**MAINE
CAREER**
EXPLORATION



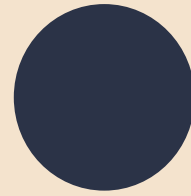
GOALS

- **Connect 6,000 young people aged 16-24 in Maine to future career opportunities** by funding paid work experiences with employers across the state.
- **Expand existing and build new Career Exploration programming** in high schools and communities.
- **Establish infrastructure to support** this programming beyond the federal funding for the initiative.

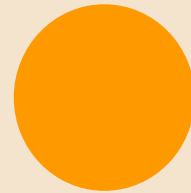




**MAINE
CAREER**
EXPLORATION



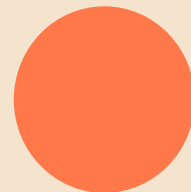
**Maine Department of Economic &
Community Development**
Administration of statewide initiative



**Maine Children's Cabinet
Career Exploration Pilot Project**
CBOs



**Maine Department of Education
ELO Expansion Project**
ELOs



Jobs for Maine Graduates
JMG
Separate Evaluation

Program Specific Goals



CBOs

Community-Based Youth aged 16-24

- Paid career exploration for target populations
- Job-readiness
- Wraparound supports



ELOs

School-Based Youth aged 16-22

- Statewide ELO support system
- Rural expansion
- Increase access for disadvantaged, disconnected students

CBO Populations Served

TARGET POPULATIONS: YOUTH...

With Low Income	184
Of Color	105
With Disabilities	83
In the Juvenile Justice System	38
Experiencing Homelessness	7
In the Foster Care System	6
Tribal	2
TOTAL	212

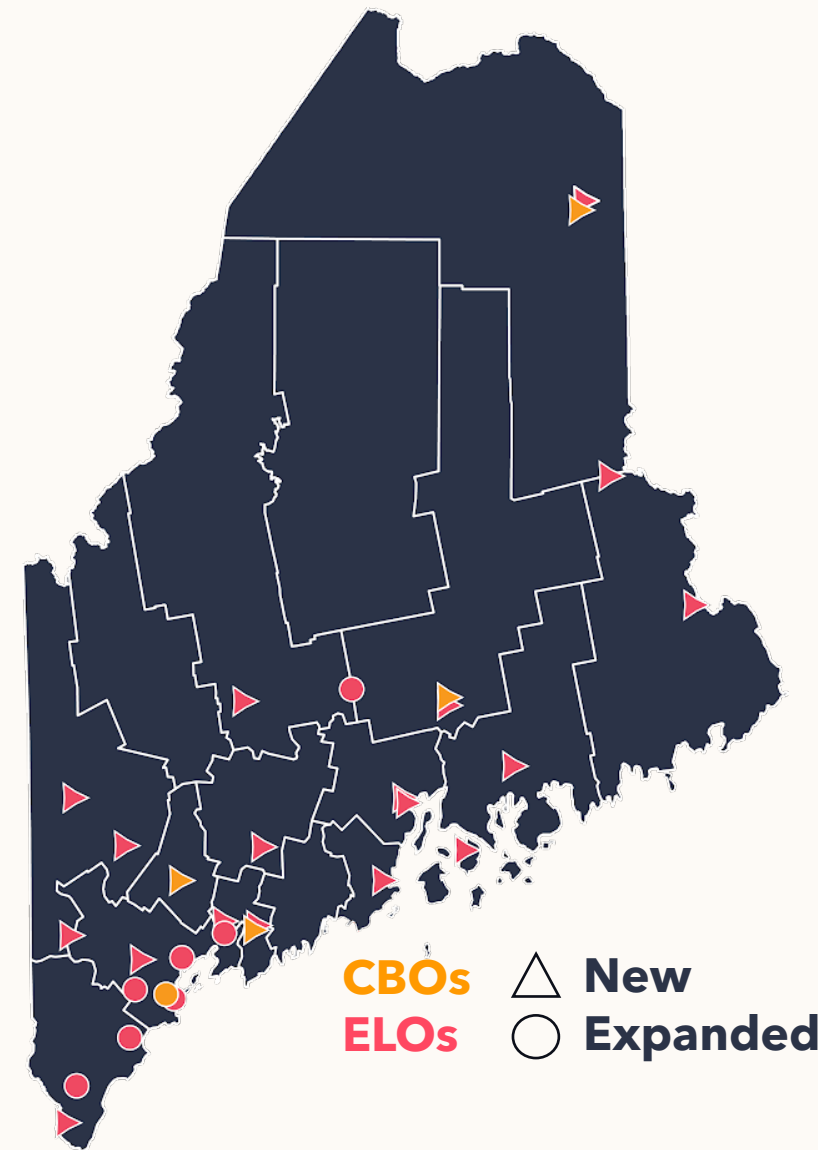
Outputs & Infrastructure

Completed Meaningful Paid Work Experiences



■ Year 1 Progress ■ 2-Year Goal

- **19 New & 7 Expanded ELO Programs**
- **5 CBO programs**
- **+1k New Employer/Community Partnerships**
- **DECD Partnership with Manpower Maine**
- **JMG:**
 - **New Learning Management System for ELOs**
 - **ELO conference & trainings**



Emerging Findings

**Youth Exit
Survey**

**Coordinator
Focus Group**

**Employer
Survey**

Implementation

**Experience &
Outcomes**



Positive Experience Overall

Experience

Employers:

- **100% would host a work experience again**
- **9 /10 extremely likely or likely to recommend an MCE work experience to another employer**

Young People:

- **Highly rated their experience**
- Career exploration **improved the academic experience**



“On the last days of the class [students] shared with us things like: / only came to school because of this class.”

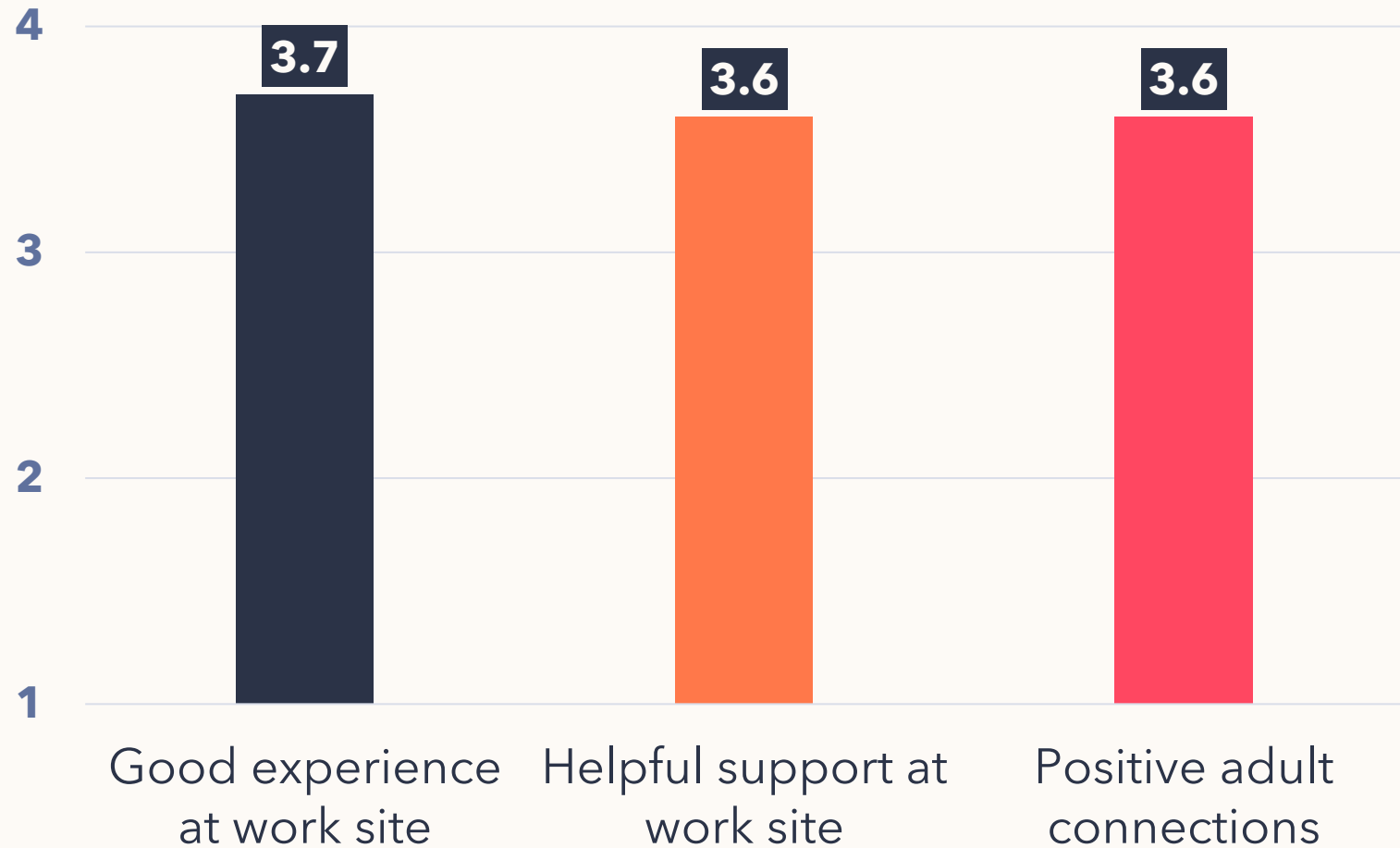
Youth program experience ratings

*"On the last days
of the class they
shared with us
things like:
I only came to
school
because of
this class."*

- ELO Coordinator

Experience

On a scale of 1 'strongly disagree' to 4 'strongly agree'



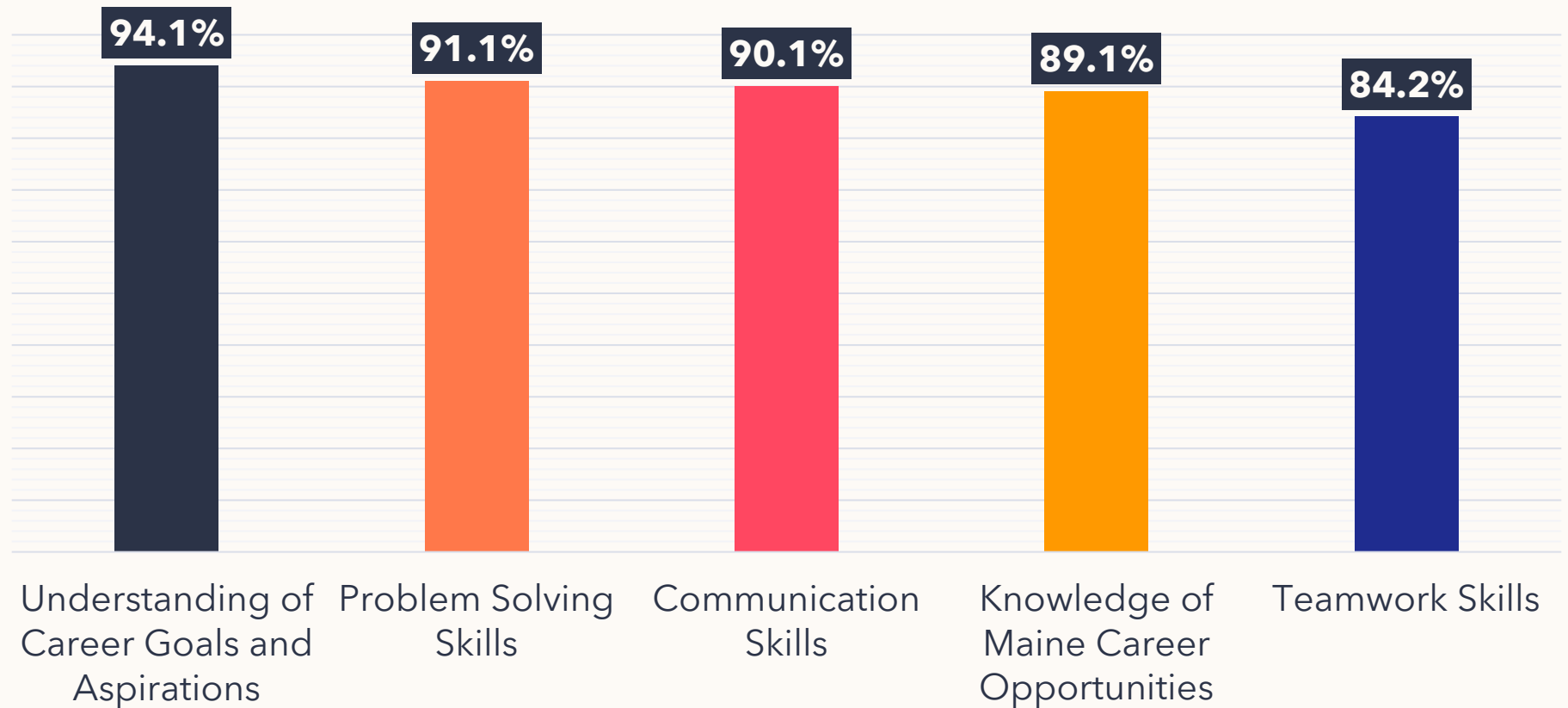
21st Century Skills, Career Awareness & Career Clarity

“Before this experience, I felt very stressed and hopeless about my education/career plan. Now I am excited for what comes.

- Youth Participant

Outcomes

Percent experiencing some change or major change



Outcomes



**Increased Optimism
about Future Plans**

Contributes to workforce pipeline

Outcomes

- **Low-risk opportunity for employers** to support young people and introduce them to their industry
- Employers appreciate chance **to build relationships with the next generation of Maine workers**

7/10 employers:
moderate or major benefit of
attracting talent to industries



Successful Strategies & Supports for Youth

- **Intensive & consistent adult support**
 - Sustained motivation
 - Overcome challenges
 - Intermediary & advocate role employer/youth
- **Support services & WIOA collaboration (*CBO model*)**
- **Transportation**
- **Group & cohort program models**
 - Helpful for youth who need more support
- **Hands-on, student-led ELO approach**
 - Empowering & motivating

Successful Strategies & Supports for **Employers**

- Initial & ongoing support from program coordinators.
- **86% rated program coordinator support as important or extremely important factor for participating**
- Tiered levels of engagement addressed limited bandwidth.
- **Not having to cover pay or liability**

Positive Youth
Development

Workforce
Development

Coordinators:
Critical to
Program Success



Equalizer & Incentive for Youth

- **Enabled** participation
- **Incentivized** participation in competitive pay environment
- **Motivated** youth to stay engaged and complete experience

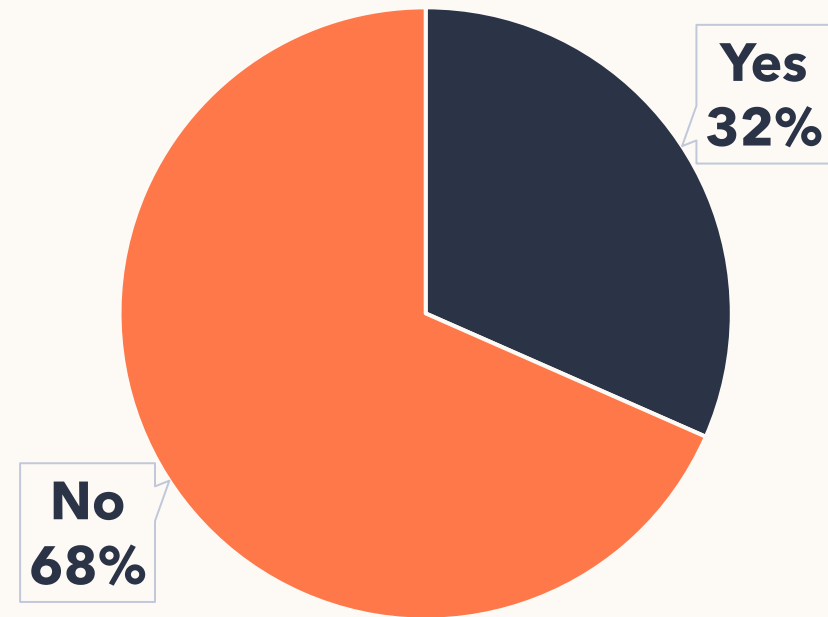
“The biggest benefit is it brings students who otherwise wouldn’t be able to participate into the program. It becomes a way to work with some of our most challenging students in a way that really transforms their attitude of school.”

ELO Coordinator

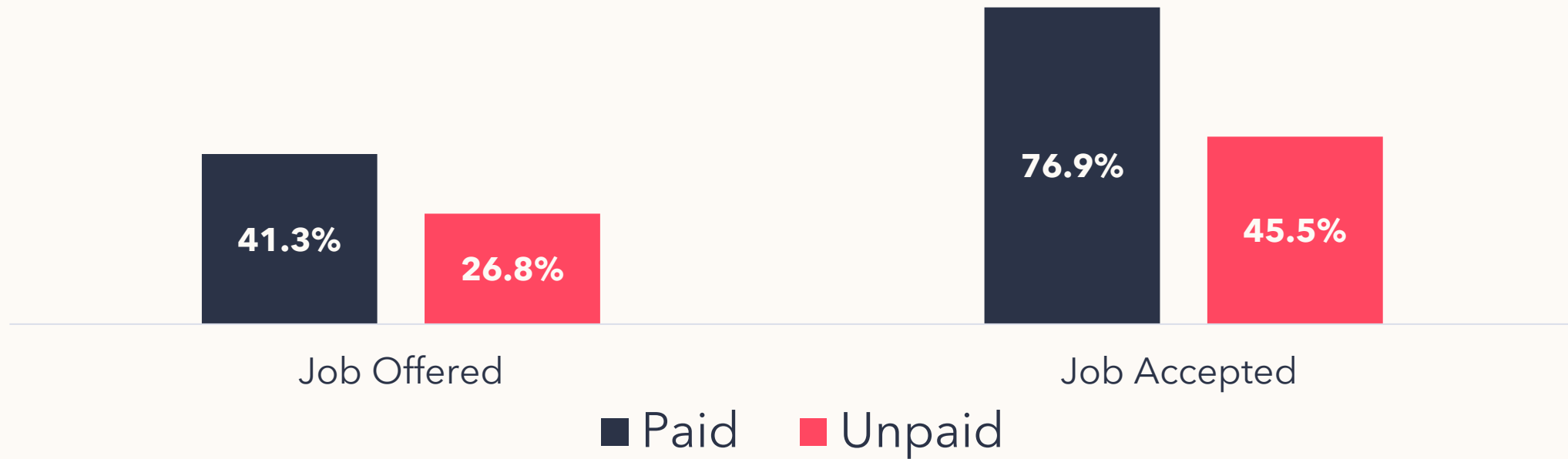
A Critical Incentive for Employers

- Coordinators:
 - Pay & liability coverage are key incentives in employer recruitment
- Employers:
 - Most need pay covered to participate

Can you participate if you need to compensate the participant(s)?



Paid Experiences = Higher Rate of Job Offers & Acceptances



Job offered and accepted by paid work status

Administrative Challenges

- Limited administrative capacity, logistical barriers, or tax concerns
- Hesitancy due to sustainability concerns
- **Solutions:**
 - Manpower partnership
 - JMG Badge
 - Alternative financial supports: mileage reimbursement, supplies for work

Negative Impact & Barrier for Low-Income Youth & Families

- **Temporary increase in income**
→ **Reduced public benefits.**
- Risk alone sometimes prevented low-income youth from participating.

“We've had parents that are telling their kids they can't work anymore, because the rent is going up too much.”

Challenges

- **#1 challenge for many ELO coordinators**
- **Impact:** limited options for youth, challenges for employers, inequitable access
- **Grant funds for transportation cannot address:**
 - School bus driver shortages
 - Youth/families with no personal vehicle
 - Lack of public transportation

Successes

- **Use of grant transportation funds for:**
 - Driver's Ed
 - Mileage reimbursement
 - ELOs partnering with CBOs
 - Local cab company
 - Coordinators provided rides
- **Program/School-provided transportation increased employer confidence.**

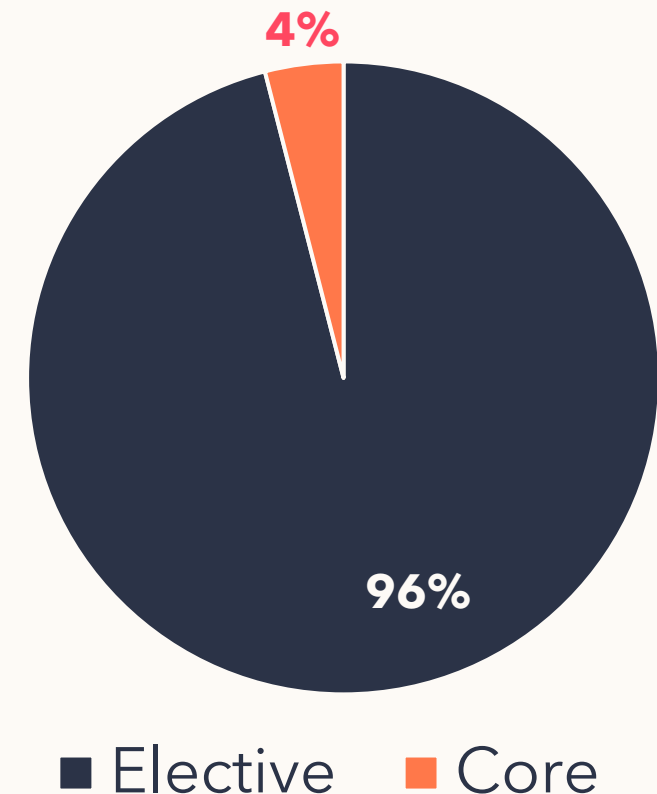
Expanding Student Access

ELO

Equity Issue

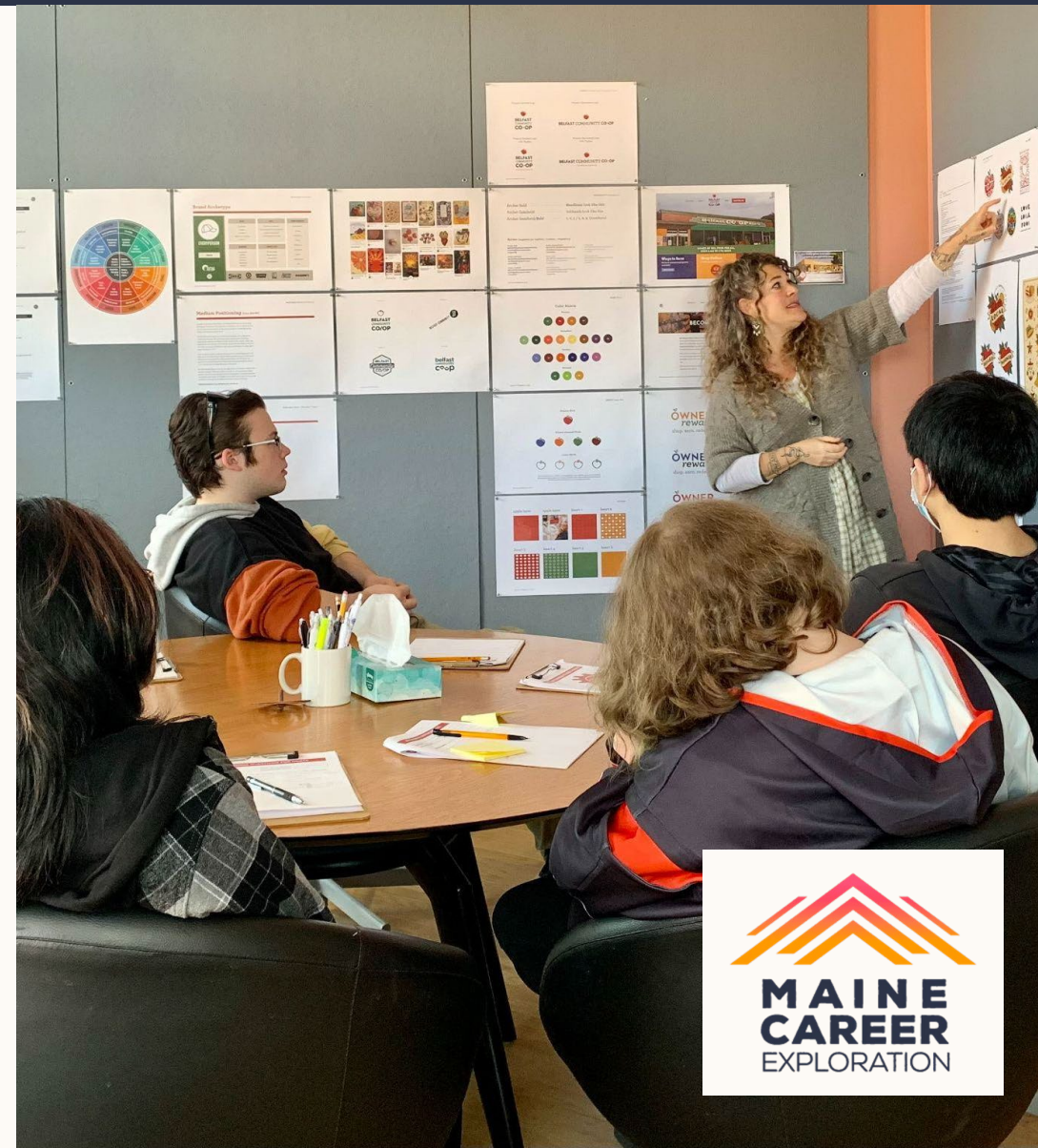
- **More job-readiness training & social-emotional support needed** before community-based work experience.
- ELOs for **core credits are limited**
- ELOs as **a reward or enrichment**

ELO credits awarded



Takeaways & Considerations

- Pay
- Transportation
- ELO integration in schools
- Employer supports
- Job-readiness
- Promoting sustainability post-grant funding
- Maintaining expanded access for rural communities and disadvantaged youth



Jeremiah



Washington County

Downeast Institute

Healthy Acadia
ELO Program



Akeem & Cave



Androscoggin
County

Forage Market &
Kennedy Park Pool

Tree Street Youth
CBO Program

