



**Work Source**  
**MAINE**



# STATE WORKFORCE BOARD

2022 ANNUAL REPORT



# 2022 State Workforce Board Members and Staff

## Board Members

**Governor Janet Mills**

**Guy Langevin**, Chair, Dead River

**Peter Baldacci**, Penobscot County Commissioner

**LuAnn Ballesteros**, The Jackson Laboratory

**Senator Ned Claxton**

**Allyson Coombs**, General Dynamics Bath Iron Works

**Bob Dorko**, Sappi

**Brenda Drummond**, MDOL, Division for the Blind  
and Visually Impaired

**Meryl Fogg**, Grand Rounds

**Laura Fortman**, Commissioner, MDOL

**Jen Fullmer**, Boots-2-Roots

**Steve Gorden**, Cumberland County Commissioner

**John Herweh**, MMG Insurance

**Colleen Hilton**, Northern Light Health

**Adria Horn**, Tilson

**Aileen Huang-Saad, PhD, MBA**, The Roux Institute

**John Leavitt**, North Atlantic States Regional Council  
Of Carpenters

**Kimberly Lindlof**, Mid Maine Chamber of Commerce

**Julia Trujillo Luengo**, DECD

**Gordon McAleer**, Bixby Chocolates

**Christopher Morley**, Mason's Brewing

**Jim Nimon**, Sanford Regional Economic  
Development Authority

**Bruce Noddin**, Maine Prisoner Re-Entry Network

**Jennifer O'Leary**, MaineHealth

**John Patrick**, Maine AFL-CIO

**Grant Provost**, Iron Workers Local 7

**Mary Kate Reny**, Renys

**Megan Dichter**, DOE, Maine Adult Education

**Robert Sezak**, Somerset County Commissioner

**Jason Shedlock**, Maine State Building &  
Construction Trades Council

**Representative Mike Sylvester**

**Robin Wood**, Reed and Reed

**Vaughan Woodruff**, ReVision Energy

## Advisory Members

**Dan Belyea**, Maine Community College System

**Nina Fisher**, DOT

**Sarah Gagne-Holmes**, DHHS

**Randall A. Liberty**, Commissioner, DOC

**Rosa Redonnett**, University of Maine System

## Staff

**Christopher Quint**, Director

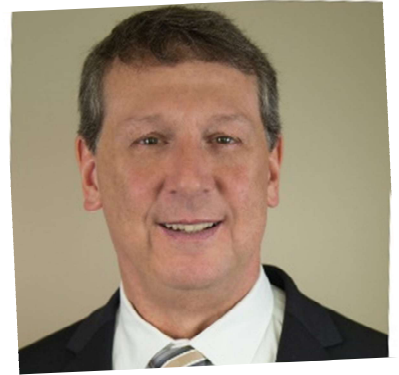
**Isaac Gingras**, Workforce Development Program  
Coordinator

**Cheryl Davis**, Labor Program Specialist

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## Message from the Chair

While 2022 was a year of strong recovery from the COVID-19 disaster, we are ever aware of the challenge's employers and workers across Maine face in trying to access available workforce resources. I am proud of the work the State Workforce Board has done to ensure Maine employers and workers have access to the opportunities to connect, train, and educate residents for careers that help businesses and our economy to thrive. When businesses thrive, and residents have access to employment, it leads to more private investment and an overall better quality of life across Maine.



COVID has shown us that we need to deliver workforce development programs and trainings in a more agile and user-focused way, recognizing that there is no one approach that will work for all Mainers. The State Workforce Board is working with other state and local agencies, local workforce boards, and partners in Maine's private, nonprofit, and philanthropic sectors to implement the goals outlined in Governor Mills 10-Year Economic Development Strategy to ensure employers and workers alike know what services are available to them and how to access them.

By continuing to pull together multiple state agencies, public-private partners, and local stakeholders to achieve the vision articulated in the Economic Development Strategy, we will forever change the experience of those who interact with the public workforce system for the betterment of all Mainers.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Guy Langevin'. The signature is stylized and fluid.

Guy Langevin, Chair  
State Workforce Board

# Building Maine's Comprehensive Workforce and Talent Strategy

[Maine's Economic Development Strategy](#) is a dynamic, nonpartisan roadmap designed to foster collaboration among public, private, nonprofit, and education sectors for the purpose of creating a diverse and sustainable economy. The strategy's vision is twofold:

- By 2030, Maine will be an international leader with a vibrant, sustainable, environmentally responsible economy
- Across the state, the people of Maine will have access to an unmatched quality of life and good-paying jobs.

In September 2019, the State Workforce Board (SWB) embarked on a process to gather input from Maine's workforce system partners into a new strategic vision and strategy for Maine's workforce system. The Building Maine's Comprehensive Workforce and Talent Strategy provides a roadmap to foster collaboration among public, private, nonprofit, and education sectors to help achieve the goals outlined in Maine's Economic Development Strategy:

- Grow the average annual wage by +10 percent
- Attract 75,000 people to Maine's talent pool



Alan Lowberg of Hope sands a wooden crate he made. Lowberg is the Inventor of the Yāshav' Solor Outhouse, a waterless and odorless environmentally friendly toilet.

## Vision for Maine's workforce:

*Maine's residents and businesses will have economic opportunity and contribute to the growth of Maine through a responsive, networked and coordinated workforce development system across public and private sectors. The system will integrate all stakeholders into a seamless continuum resulting in increased educational and employment attainment for residents with a focus on careers, not just jobs, and support Maine's business sectors with skilled and qualified workers.*

To achieve this vision, the Building Maine's Comprehensive Workforce and Talent Strategy sets forth three goals which target the state's workforce resources to achieve the goals outlined Maine's Economic Development Strategy:

1. Maine's untapped labor pool, those with significant barriers to employment, will find jobs and advance into high-demand occupations of their choice through public investment in training, education and supports.
2. Current and future workers will be equipped to meet industry talent needs, with the goal that 60% of Maine's workforce will hold a credential of value by 2025.
3. Maine will create a connected, aligned and demand-driven workforce system across public and private partners that fosters the growth of the state's economy while supporting equitable, safe, and productive employment opportunities for all residents.



# Building Maine's Comprehensive Workforce and Talent Update

**Goal 1 - Maine's untapped labor pool, those with significant barriers to employment, will find jobs and advance into high-demand occupations of their choice through public investment in training, education, and supports.**



Sector-based strategies have been shown to improve employer approaches to staffing, training, and advancing workers, resulting in reduced vacancies and increased employment. We are proud to partner with the State Workforce Board by taking a sector-based workforce development approach that organizes industries in Maine particularly disrupted by COVID-19.

Ryan Bushey  
Human Resources Manager  
Louisiana Pacific Corporation

## Industry Partnership Program

To meet the needs of those industries disrupted by COVID-19 the State Workforce Board (SWB) launched the Industry Partnerships Program. The \$3.5 million program, part of the Governor's workforce strategy and a key priority to Maine's long-term economic growth, has funded six Industry Partnership initiatives, which include a combination of businesses, industry associations, education and training providers, and community-based organizations.

The Industry Partnership Program is focused on the recruiting, retention, and career advancement of workers in meaningful, good-paying careers. Through the program, the SWB will support sector-based approaches to identify each industry's most important workforce needs and work with training and educational organizations to provide trainings that develop skilled workers who can meet those needs, creating strong pipelines of workers through structured career pathways.

## Maine's Industry Partnership initiatives are:

### Maine Development Foundation/Forest Products Sector:

The goal of this partnership is to build a resilient and diverse forest products sector workforce by creating workforce and education pathways, mitigating obstacles and misperceptions, expanding education and training, and creating recruitment and retention strategies for future workforce development. The initiative will train 80 new workers in priority forest products sector jobs while upskilling 100 incumbent workers and develop trainings focused on 7-10 separate career pathways identified as priorities.

**Maine Tourism Association/Hospitality & Tourism Sectors:** The goal of this partnership is to connect students, parents, and job seekers to jobs in hospitality and tourism. The initiative will develop trainings for current industry employees focused on retention of valuable staff and showcasing the opportunities for growth within the hospitality & tourism sectors. The initiative will focus on recruiting and training 130 workers over two years through participation in over 70 recruitment events, directly connecting with high schoolers to educate them about the career paths available in hospitality & tourism.

**Maine Business Education Partnership/Retail Sector:** The goal of this partnership is to recruit, train, and explore best practices that will enhance the professional development of 100 new hires and upgrade the skills of 300 incumbent workers in the retail sector. The program will also introduce the “Retail Career Pathways Partnership” to students, assisting them in achieving a positive career trajectory at 50 recruitment events and field trips for high schoolers interested in the retail sector.

**Children’s Oral Health Network of Maine/Oral Health Care Sector:** The goal of this partnership is to drive a significant expansion of the oral health workforce statewide by creating a new entry point on the career pathway and training 273 new workers to support the needs of the sector and the patients they serve.

**Northeastern University, The Roux Institute/Health Care Sector:** The goal of this partnership is to develop a pilot program that connects pre-clinical, post-baccalaureate students with front-end healthcare opportunities in Maine to address both the short-term and long-term needs of Maine’s health care sector and convening healthcare providers in the state to identify critical job openings.

**Maine Labor and Resource Center/Healthcare & Social Services Sectors:** The goal of this partnership is to bring together 22 health and welfare-related community-based nonprofit organizations and approximately 75 small businesses to form a sustainable partnership in the healthcare & social service sectors. The partnership will focus on elevating jobs within the healthcare & social services sectors by working directly with employers to build clear career pathways to advancement, and recruiting and supporting immigrants, refugees, and asylum seekers in these roles, training 155 new workers and providing 450 ESL trainings for non-English speaking workers.

## Goal 2 – Current and future workers will be equipped to meet industry talent needs, with the goal that 60% of Maine’s workforce will hold a credential of value by 2025.

In 2021, the [Maine Jobs and Recovery Plan](#) (MJRP) guided the investment of nearly \$1 billion of funding through the federal American Rescue Plan Act to help Maine people, businesses, and communities recover from the COVID-19 pandemic. More than \$300 million of the funds are being strategically focused on workforce investments that ensure the workforce system is connected to and effectively serving individuals, families, communities, and businesses most impacted by the pandemic. Maine’s workforce partners came together to identify programs that will move Maine closer to achieving the goal of 60% of Maine’s workforce holding a credential of value by 2025.

### Maine Community College System Workforce Training Programs

- Maine’s community colleges have enrolled over 1,000 students into free and low-cost training programs, with 206 courses planned or underway.

### Maine Apprenticeship Programs

- The apprenticeship program at MaineHealth has expanded to fund an estimated 45 apprenticeships and over 500 pre-apprenticeships.
- The Maine Apprenticeship Program has partnered with local schools including Foster CTE, Somerset CTE, Gorham School District to expand existing and establish new EMT and CNA pre-apprenticeship programs for young adults.
- New pre-apprenticeship programs have been established at Lewiston and Portland Adult Education, including a partnership with Northern Light Health to train up to 120 pre-apprentices in medical office staff and medical assisting.

### Maine Career Exploration Program

- Maine’s Career Exploration Program aims to help students and families to connect to Maine’s economy by offering age-appropriate opportunities to explore career paths that are in line with individual areas of interests. The Career Exploration program has three primary components:
  1. *Awards to schools and school districts* - The Maine Department of Education has awarded over \$5.6 million to 26 school districts, schools, adult education programs, and higher education institutions to create or expand extended learning opportunities for students, which include paid work experiences.
  2. *Jobs for Maine Graduates (JMG)* - Funding from the Career Exploration Program will support expansion of extended learning opportunities, paid work experiences, and coaching now offered by JMG for rising juniors and seniors at 90 high schools in Maine.
  3. *Community-based organizations* - Through the Governor’s Children’s Cabinet, five community-based organizations in Cumberland, Sagadahoc, Androscoggin, Penobscot, and Aroostook counties will help disadvantaged young people access meaningful paid work opportunities and valuable employment experience.



The State Workforce Board is leading the charge to achieve Maine’s workforce strategy seeks to build on the success of the state’s businesses and bolstering the labor force by enabling Maine residents to access good paying jobs through providing the necessary skills, trainings, and work supports that will sustain their families and allow them to thrive.

Commissioner Laura Fortman  
Maine Department of Labor

## Goal 3 – Maine will create a connected, aligned, and demand-driven workforce system across public and private partners that fosters the growth of the state’s economy while supporting equitable, safe, and productive employment opportunities for all residents.

### Creating a Stronger SWB Committee Structure

During the past year, the SWB established a new committee structure to support the alignment and coordination of programs and opportunities across Maine’s workforce system. The new committee structure will strengthen the work of the SWB by:

- enhancing the capacity and performance of Maine’s workforce development system,
- aligning and improving the outcomes and effectiveness of workforce programs and investments,
- promoting economic growth, and
- engaging businesses, workers, education providers, economic development, labor representatives, and other stakeholders to achieve Maine’s strategic and operational workforce vision and goals.

The three new advisory committees of the SWB are:

- The Worker Employment, Education, and Training Committee will align workforce training and education programs, with a focus on in-demand occupations for priority populations, to ensure workers have the resources needed to increase their skills and education and to access employment.
- The Industry Leadership Committee will engage employers, regional business groups and industry associations to ensure alignment of education and training services with employer demand, focusing on priority industry sectors.
- The Workforce System Coordination Committee will create a workforce system that is accessible, data and demand-driven, and accountable to Maine workers and businesses by pursuing initiatives that improve customer navigation, training programs, data sharing, evaluation, accountability, and data-driven decision-making.



## Work Source Maine

Under a grant from the National Governor's Association, the State Workforce Board worked with the Maine Departments of Labor, Health and Human Services, Economic and Community Development, Education/Maine Adult Education, as well as the Maine Community College System, the University of Maine System, and Maine's local workforce development boards to develop the new unified brand for Maine's workforce system called Work Source Maine. The goal of this new unified brand is to build awareness and understanding of the resources available to residents and Maine businesses.

The SWB ended 2022 by embarking on a groundbreaking multi-agency project that will build on the Work Source Maine brand by consolidating existing tools and resources to make it easier for Maine workers and employers to connect to existing programs, resources, and supports within Maine's workforce system.

In the first quarter of 2023, the SWB will be releasing an RFP soliciting competitive, responsive proposals to build a multi-agency education, training, and career planning platform called MyWorkSourceMaine.com.

The purpose of MyWorkSourceMaine.com is to:

- organize education, training, career planning information, and other wrap around services into a coordinated online career portal creating a "no wrong door" approach for Maine workers and employers,
- provide users with a simple user-friendly way to access available jobs, workforce trainings, and other needed resources, and
- provide residents with a career pathways tool that will allow them to explore careers within industry sectors and connect to available trainings and job openings.



# Work Source

## MAINE

# Workforce Innovation and Opportunity Act (WIOA)

WIOA is landmark legislation that is designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers. WIOA, signed into law on July 22, 2014, is designed to help job seekers access employment, education, training, and support services to succeed in the labor market, and to match employers with the skilled workers they need to compete in the global economy. Additionally, WIOA promotes accountability and transparency through negotiated performance goals that are publicly available, fosters regional collaboration within states through local workforce areas, and improves the American Job Center system.

WIOA authorizes the one-stop career center, known as Maine CareerCenters, service delivery system, and strengthens workforce development programs in four core programs:

1. Title I - Adult, Dislocated Worker, and Youth programs
2. Title II - Adult Education and Family Literacy Act program
3. Title III - Wagner-Peyser Employment Services (Career Centers)
4. Title IV - Vocational Rehabilitation program

The SWB and MDOL works with Maine's WIOA core partners in the creation of a [4-year Unified State Plan](#), developed in accordance with the requirements<sup>1</sup> established under WIOA. Maine's 2020-2023 Unified State Plan establishes the long-term agenda for Maine's workforce development system.

The [WIOA Program Year 2021 annual report](#) (July 1, 2021 – June 30, 2022) show-cases the intersection of comprehensive plans and collaborative strategies to achieve the shared goals, and outcomes of the WIOA Unified State Plan through the State Workforce Board, Local Workforce Investment Boards, and the services and programs under WIOA. The reports annual outcomes demonstrate advancements in the use of data-driven program evaluation methods and quality assurance. This report shall also address annual report requirements in state law for disabilities, apprenticeship.

The SWB works with Maine's three Local Workforce Investment Boards (LWIB) in the execution of the 4-year State Plan. The three LWIB's serve to coordinate workforce development investment activities in their local areas, and administer and oversee WIOA Title IB programs serving adults and youth with barriers to employment, and dislocated workers. Each of the three LWIB's select service providers to administer the Title IB programs.

- The [Northeastern Workforce Development Board](#) serves Aroostook, Hancock, Penobscot, Piscataquis, and Washington counties.
- The [Central Western Maine Workforce Development Board](#) serves Androscoggin, Franklin, Kennebec, Oxford, and Somerset counties.
- The [Coastal Counties Workforce Development Board](#) serves Cumberland, Knox, Lincoln, Sagadahoc, Waldo, and York counties.

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<sup>1</sup> Required Elements for submission of the Unified or Combined State Plan and Plan Modifications under the Workforce Innovation and Opportunity Act, September 5, 2019 <https://www.doleta.gov/wioa/docs/State-Plan-ICR.pdf>

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