

How Businesses and Community Colleges Partner to Advance Maine's Workforce



Charlie Collins

Deputy Executive Director for Workforce Training
ccollins@mccs.me.edu

www.mccs.me.edu

Who are Maine's Community Colleges

Central Maine Community College
Auburn

Eastern Maine Community College
Bangor

Kennebec Valley Community College
Fairfield

Northern Maine Community College
Presque Isle

Southern Maine Community College
Portland

Washington County Community College
Calais

York County Community College
Wells



Maine's community colleges offer nearly 300 degree and certificate options that are designed to lead to immediate employment or continued education. In-state students only pay \$96 a credit hour.

Maine Quality Centers

We offer customized training and education to build a skilled workforce for Maine

- Since its inception, 28,825 Maine people have trained for new positions in over 289 new or expanding Maine businesses.***





State of Working Maine 2021 Report

Current Challenges bringing Maine People Back to Work

- 25,000 Mainers were out of work due to a lack of childcare as of August 2021.
- 1 in 4 Maine adults unable to meet their weekly household expenses during the pandemic
- 50 percent more Likelihood of in person workers to contract COVID-19, compared to remote workers

Program Improvements Needed to Adequately Support Workers

- Institute a statewide paid family leave program and establish a system of publicly subsidized childcare
- Implement a livable minimum wage of \$15 per hour by 2025
- Reform scheduling practices through “fair work week” laws

This data is based on a report by MECEP economic policy analyst James Myall. For the full report and citations, **visit mecep.org**



- **\$60 million budget over four years**
- **24,000 people served at three stages of employment continuum**
 - Stage 1: short-term pre-hire training for 11,100 people lacking skills needed to get jobs
 - Stage 2: upskilling training to 9,900 incumbent front-line, non-managerial workers
 - Stage 3: continuing education in college courses to 3,200 people

	Maine Jobs & Recovery	HAF II	MQC/Put ME to Work	Remote Worker
Budget	\$35M over 3 years (2021-2024)	\$15.5M w/ \$4M employer match over four years (2021-2025)	\$5.2M over 4 years (2021-2025)	\$1.2M over 3 years (2021-2024)
# People served	8,500	13,120	2,600+	700
Stage	Stage 1	Stage 2-3	Stage 1,2	Stage 1,2
Examples of jobs and industries served	Healthcare, Green Economy, Trades, Manufacturing, Hospitality, Education, Computer Technology	Employer driven based on Compact activity.	Healthcare, Green Economy, Trades, Manufacturing, Hospitality, Education, Computer Technology	Medical transcription, IT support, Customer Support, administrative assistants and financial services

We need to increase partnerships

A new way to address Maine's workforce shortage

Maine Workforce Development Compact (MWDC)

With the Maine Workforce Development Compact (MWDC) in place, organizations that support working age populations will have a resource to extend access to the training opportunities and pathways the MWDC will create.

This includes:

- a. access to free training
- b. industry-recognized credentials, digital badging, and college credit
- c. earn and learn models.
- d. clear paths to the jobs that currently exist and to opportunities in remote work and other emerging Maine industries.

Putting federal American Recovery Plan funds into action at MCCS

The \$35 million in federal American Recovery Plan (ARP) funds will provide support for short-term training for approximately 8,500 Mainers over the life of the funding.
– David Daigler, MCCS President

Healthcare:

MCCS will use ARP funding to support about 3,800 additional health care workers in the following disciplines: Certified Nurse Assistants, Licensed Practical Nurses, Medical Assistants, Phlebotomy Technicians, Surgical Technicians, Pharmacy Technicians and Emergency Medical Technicians.

Computer Technology:

MCCS will use ARP funds to expand training for an array of short-term training in computer skills, from entry level work to tiered Amazon Web Services training. Aside from short-term training, MCCS offers more than 20 computer, graphics and multimedia programs, currently enrolling almost 400 people. These programs include coding and networking training, forensic science, cybersecurity, and geographic information systems.

Trades:

MCCS will use ARP funds to train 1,200 people for a variety of trade jobs, including high pressure boiler operation, professional logging and marine engine repair and maintenance.

Putting federal American Recovery Plan funds into action at MCCS

The Green Economy:

MCCS will use ARP funding to train **1,400** technicians in the following disciplines: Electric Vehicle Automotive Technicians, Journey Electricians, Heat Pump Installation Technicians, and Solar Panel Installation Technicians.

Manufacturing:

MCCS will use ARP funds to train approximately **900** people in the following disciplines: Welding, Manufacturing Technicians, Precision Manufacturing Technicians, Additive Manufacturing Technicians, and Mechatronics Technicians in Facility and Equipment Maintenance.

Hospitality:

MCCS will use ARP funds to train **500** people in the following disciplines: Superior Customer Care, Lodging Attendant, Entry Level Chefs, and Hospitality Apprentices.

Education:

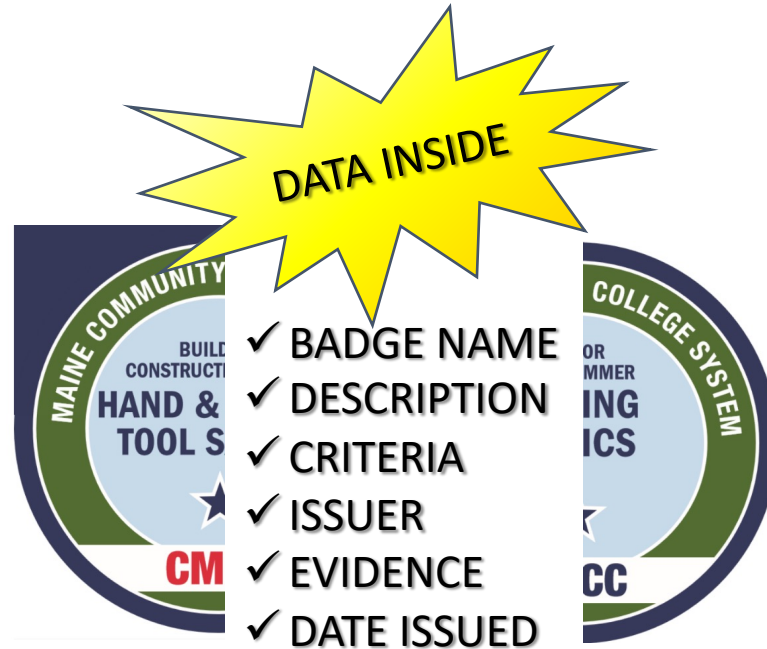
MCCS will use ARP funds to train **500** people to become: Education Technicians, Early Childhood Teachers and Child Development Associates.

What is a Micro-credential?



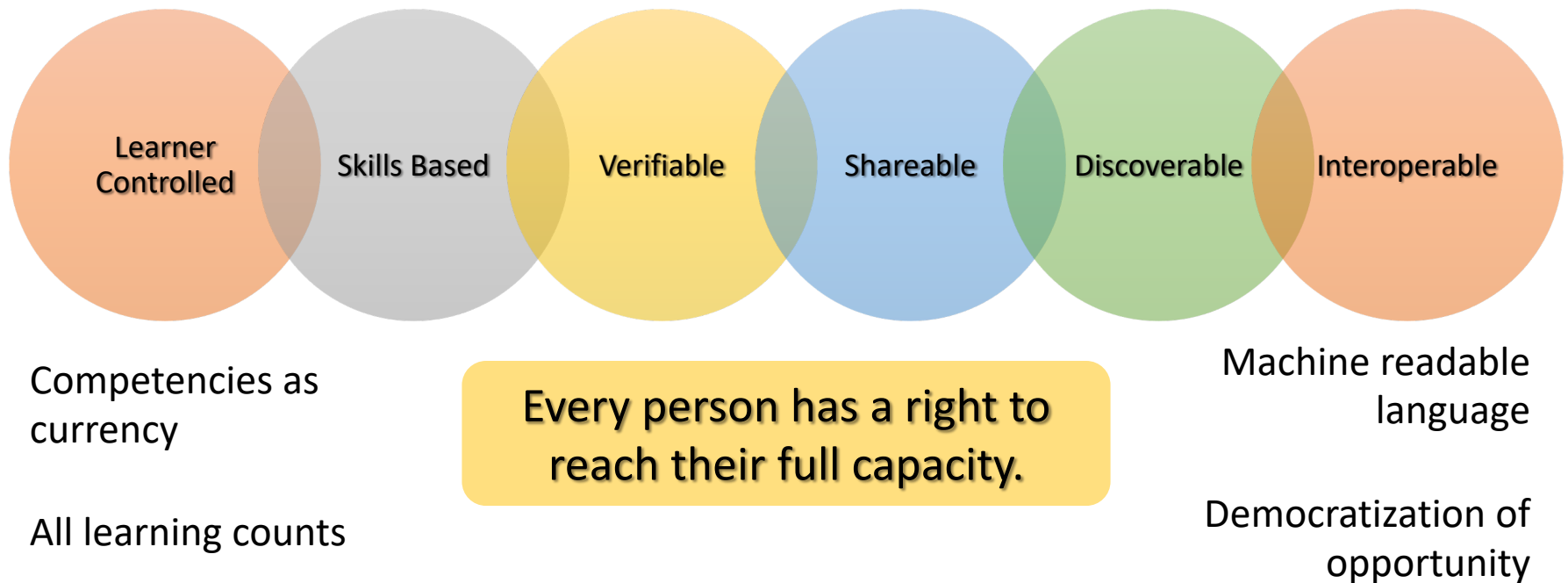
A digital badge is an electronic representation and recognition of skills, knowledge and abilities acquired by an individual.

What is a Micro-credential?



What is a Micro-credential?

Modern Digital Credentials



MAINE APPRENTICESHIP PROGRAM (MAP):

- **Training Program**
 - New or existing employees
- **Formal**
 - Structured program
 - Designated length (minimum of 1 year)
 - On the job learning and related instruction
- **On the Job Learning (OJL)**
 - Minimum of 2000 hours per year of structured and mentored/supervised on-the-Job learning
- **Related Instruction (Classroom)**
 - Minimum of 144 hours per year of formal classroom learning
 - Does not necessarily have to lead to a credential but the best programs are designed to support necessary and desired credentialing
- **Pre-Determined Wage Scale**



MCCS and the Maine Apprenticeship Program

Amplifying Apprenticeships to Address Maine's Workforce Shortage

MCCS Apprenticeship Navigator Position in Partnership with MAP designed to increase resources to extend access to cohesive training opportunities and pathways through Apprenticeship :

Continuing the connection with JMG by reenforcing the current partnership while expanding the career and college pathways Maine's young adults are exposed to.

High School and CTE Pre-Apprenticeships that lead to Registered Apprenticeships

Existing and new Adult-Ed Training programs that provide skills that meet employer needs and give an on-going pathway to further skills and credentials

Improved connections to Career Center, DOL, DHHS, Workforce Development Agency's, and many other public and private services that offer wrap around service s that allow the training to be completed

What are your ideas? What are you seeing? How can you assist?

MCCS Workforce Training

Thank You

Charlie Collins, Deputy Executive Director for Workforce Training

ccollins@mccs.me.edu

www.mccs.me.edu

