

COASTAL COUNTIES WORKFORCE, INC.

*Your partner in business development
and economic prosperity...*



2011



ANNUAL REPORT

2011

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Jade Arn, Program Manager



LETTER FROM

Michael Bourret
Executive Director, CCWI



On behalf of the Coastal Counties Workforce, Inc., I am pleased to present our Annual Report for 2011.

Although the economy has been slow to recover, there are many employers and workers in this region that have been succeeding, partially due to the workforce skills training opportunities our agency has funded. In late 2010, CCWI led an effort to increase demand-side efforts by introducing the Business Employment Assistance Representatives (BEARs) Initiative. After significant staff training, our service provider, Goodwill Industries of Northern New England has been aggressively developing relationships with employers throughout the region to learn their workforce skills and hiring needs. This effort has already resulted in a huge increase in on-the-job training and placements.

One of the highlights of this past year was being recognized by one of our partners for the work that we do. In September, during its Annual Awards Gala, the Southern MidCoast Maine Chamber of Commerce presented CCWI with the "Non-profit Business of the Year Award".

The Maine Health and Education Collaborative (MHEC) came to a close in March 2012. The primary focus of this grant was to build the capacity of four local community colleges to develop and

expand health care training in coastal and southern Maine. It has been a resounding success and you can read more about it in this report. With the CCWI Program Manager and assistance of the Coordinator at Goodwill Workforce Solutions, the grant ran smoothly, meeting and exceeded goals.

The Base Realignment and Closure (BRAC) grant is also due to close June 2012. It has been nearly a six year effort of CCWI, beginning in January 2006 when we established a BRAC Transition Center on the base. Since that time, thousands of visits have been logged by workers who were at risk of losing their jobs and sought readjustment and retraining services. Further details are also included herein.

Begun as a Pilot Program in 2011, TEACHME provided refugees and immigrants who have never worked in the United States, who are unemployed or may be underemployed, with the opportunity for full time, permanent employment in the Retail Industry and offered a career ladder for advancement. Graduates of the TEACHME program received a portable certificate listing their competencies and individual job development from a Goodwill Business Representative. TEACHME is a program of Goodwill Workforce Solutions and no other school, agency or community-based organization offers this training to refugees and immigrants in the State of Maine.

In October, CCWI was awarded a \$5 million grant from the US Department of Labor to help Maine's Midcoast employers hire individuals who possess science, technology, engineering and math (STEM) related skills rather than having to hire skilled workers from outside the US by applying for H-1B foreign visa permits. CCWI's efforts culminated with recognition from President Barack Obama who was introduced during his recent visit to Maine by Richard Schwartz of Woolwich. Schwartz was out of work for two years before receiving job-training services through CCWI's service provider Goodwill Workforce Solutions. He now works at Kestral Brunswick Corp., an aircraft manufacturer at the former Brunswick Naval Air Station.

With an economy that has not been as quick to recover as we had hoped, the stymied reauthorization of WIA and a difficult state working environment – the 2012 program year will undoubtedly be challenging. I remain grateful for the board, staff and service provider accomplishments that through thick and thin continue to promote the development of a high quality workforce in the region.

Sincerely,

Michael Bourret

Executive Director





2011 was a tough year for many Maine businesses. Fortunately, Coastal Counties Workforce Inc. provided us many key resources and services that were beneficial to meeting our business needs.

Rick Stanley
President
Sanford/Springvale
Chamber of Commerce and
Economic Development

WORKFORCE INVESTMENT ACT

Since 2000, Coastal Counties Workforce, Inc. (CCWI) has administered the federal Workforce Investment Act (WIA), which Congress passed to consolidate, coordinate and improve employment, training, literacy and vocational rehabilitation programs in the U.S. CCWI is one of four regional Workforce Investment Boards in the state with its region consisting of the six coastal counties (Knox, Lincoln, Waldo, Sagadahoc, Cumberland and York).

CCWI working with Goodwill Workforce Solutions (CCWI's primary service

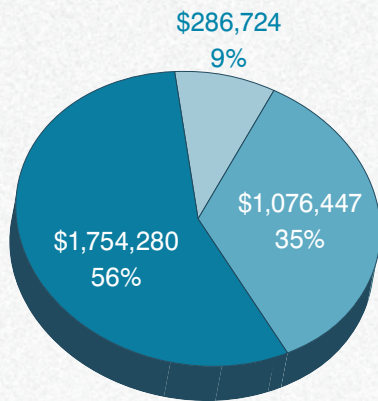
provider), supports the regional economy by advancing a range of workforce training programs to meet the changing needs of local businesses and job seekers. In 2011, more than 2,000 individuals received job-training services, and the region had a 75% entered employment rate. Many others continue to complete their training. Additionally, during the year the local area's CareerCenters/ Workforce Solutions Centers had over 75,000 customer visits.



CCWI Board meets with Senator Susan Collins in Washington regarding workforce issues.



Workforce Investment Act (PY 2010)



- Admin
- Training*
- Program

*Training dollars include \$250,223 leveraged from employer contributions via OJT and \$175,966 of PELL grants, which were realized due to WIA investment. Other training funds (i.e., TAA, CSSP & TANF) were also utilized, although not captured in this chart.

HIGHLIGHTS from 2011 include:

ADULT: The WIA Adult Program serves people who are low income and have barriers to employment. The typical adult client is late 40s to early 50s who often lack specific training and work-ready skills, such as computer or math skills. For many refugees and immigrants, proficiency in English is lacking or non-existent; thus, keeping them out of the job market.

But even in today's tough economic climate, we find successes. Such as the 30 year-old single mother of one, a food-stamps recipient, who came into our service provider's Biddeford, Workforce Solutions office. She had worked in retail but needed to transition to a career that would allow her to be there for her son before and after school. After exploring different occupations she decided to pursue a career as a Dental Assistant. Being found eligible for one of our programs, the Workforce Solutions team approved her dental assistant training at York County Community College, and a course in radiology at the University of New England. She received her certificate in January 2011 and began a three-month job search, ending with a full-time position at Kennebunk Center

for Dentistry, which took advantage of CCWI's On-the-Job Training (OJT) Program to offset some of the employer costs. For this single mother – and many like her – CCWI's programming made it possible for her to join Maine's workforce with a whole new career.

DISLOCATED WORKER: The dislocated worker population is also typically over 40 years of age, equally distributed between men and women, and possesses a higher skill level than our adult program's participants. Generally, they are people who have been laid off from the manufacturing, service, or from seasonal construction jobs.

These clients generally prefer short-term training so they can get back to work quickly. They are often not able to invest the time and expense of new training because they have household obligations that can't be met with unemployment. As a result, we are seeing fewer enrollments in the credit/degree programs, while there continues to be a need for "soft skills" training.

Arundel Machine Tool Company is an example of an employer who found success with our Dislocated Worker program. The

Coastal Counties Workforce, Inc. is an outstanding resource for our Mid Coast businesses and job seekers. I have personally seen the results of their efforts and I can say without question that new jobs, and more job opportunities, exist in Mid Coast Maine because of CCWI's proactive leadership, economic development programs and community partnerships.

Steven Wallace
President
Southern Midcoast
Maine Chamber

HIGHLIGHTS from 2011 continued:

company was having difficulty recruiting qualified employees. After meeting with us, the company learned about our On-the-Job Training Program that allows the firm to hire, train and receive a 50% reimbursement of the wages for a 12 week period while the employee is on the job receiving training. Through this program, Arundel Machine hired and trained three employees, which included a machinist, inspector and manufacturing engineering technologist. All three successfully completed their training and have developed the necessary skills and competencies to be proficient at their jobs and the OJT contracts saved the company over \$5,000.

YOUTH SERVICES: Youth Services provides employment and training opportunities to youth between the ages of 14-21 with a focus on youth who are out of school and disengaged. Last program year (PY 2010), the program served 264 youth throughout the region with “year-round” programming. An additional 232 young people participated in Summer Youth Employment funded through the American Recovery and Reinvestment Act (ARRA).

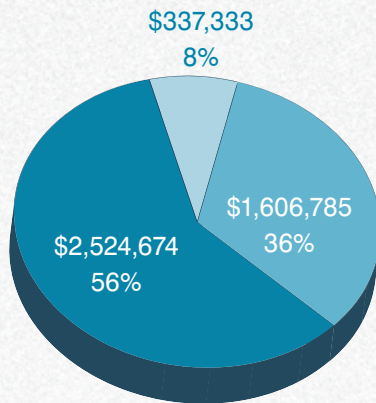
A typical success story under this program entails our positive relationships with

employers like TJ Maxx in South Portland. The major retailer relies on a large group of casual part-time employees to staff their stores. But as with most large retail operations, turnover is high, poor work habits are prevalent, and the upfront costs of hiring and training staff that may leave in the first month can drain a company's resources.

Every year, TJ Maxx looks for additional staffing for the busy holiday season. We helped place a high school student named Kofi at the store last September to help on nights and weekends. Kofi had only recently emigrated from the Congo, and this was his first job in America. While his English skills were improving weekly and he had work experience in his own country, the pace of the American workplace proved to be a struggle. Kofi's Employment Counselor at Workforce Solutions worked with him and the company's management to address this issue, and Kofi went on to make great strides in his final six weeks of his job placement. At the conclusion, he was hired as a temporary seasonal employee, and has since joined the company as a year-round employee.



National Emergency Grants



- Admin
- Training
- Program

CCWI is a collaborative leader in workforce training and development, creating public/private partnerships developing the job skills for tomorrow, today.

David S. Makovchick
Economic Development Manager
Midcoast Regional
Redevelopment Authority

NATIONAL EMERGENCY GRANTS:

BASE REALIGNMENT AND CLOSURE (BRAC)

In November 2005, Naval Air Station Brunswick (NASB) received notice from the Base Realignment and Closure (BRAC) commission that the base was scheduled for closure. In response, CCWI immediately acted to establish a service point on base, the BRAC Transition Center (BTC). With initial funding, the BTC opened in January 2006. The Center was managed by Steven W. Wallace, USMC (Ret.) and staffed by workers from the Training Resource Center and Coastal Economic Development, two of CCWI's three service providers at that time.

Operationally, the BTC performed an on-going Rapid Response, identifying needs of civilian workers on the base – the primarily affected workforce, while efforts were made to identify impact upon a secondary affected population, the community workforce outside the base's gate.

CCWI commissioned an Impact Study in January 2007. This demonstrated the need for funds to retrain dislocated workers both outside and inside the base. As a result, a US Department of Labor

retraining grant was sought and received which initially focused on the secondary impacted population, which was targeted to develop information technology skills for dislocated workers in the region.

Within two years, a second round of funding for base workers was awarded allowing CCWI's service provider, Goodwill Workforce Solutions to serve both groups of affected workers (i.e., "primarily affected" base workers and "secondarily affected" workers outside the base). The BTC relocated to a site off base in January 2011; and in May 2011 the NASB was decommissioned. The Midcoast Regional Redevelopment Authority (MRRRA) was charged with transforming the property into a civilian use space, including a business park, with an emphasis on advanced manufacturing, composites, and IT. To meet the needs of new employers, much of the retraining funds from the National Emergency Grant were focused on promoting and/or upgrading these skills.

Job seeker customers have come from virtually all industries, as secondary impact workers dislocated from employment after October 1, 2007, were



Photo courtesy of U.S. Navy

CCWI is a great example of an organization that goes beyond perpetuating “what is” to innovating about “what should be” the role of the workforce system.

Amy Sherman
Associate Vice President
of Policy & Strategic Alliances
Council for Adult and
Experiential Learning (CAEL)

NATIONAL EMERGENCY GRANTS continued:

eligible. Nearly 300 participants sought upgrades of their IT skills, at several levels of competency, as the trend in small business has been to utilize people in IT related occupations even though the businesses are not part of the IT industry. An average age and demographic profile are not applicable to this grant, but there were a substantial number of professional level people in their 50s who participated in retraining.

Participants faced challenges to retraining/re-employment as the economy experienced a significant slowdown, just as funded training opportunities got underway. The earlier projections for business growth did not materialize to the degree anticipated, and many of the industries expected to expand instead reduced their existing staff. The result was longer average periods of unemployment for job seekers with fresh skills.

Programmatic success occurred through CCWI’s ability to expand partnerships for training. One partnership with the University of Southern Maine resulted in the development of Project Lodestone, a mid-level IT skills training program of a

semester in length. Lodestone targeted occupations identified by the Center for Workforce Research and Information as having high growth. Another success came in the increase of courses offered at Merrymeeting Adult Education, locally providing many of the entry level IT skills area employers require of their workforce.

The NEG, originally scheduled to sunset in September 2011, was granted a no-cost extension. This effectively moved the closing date (of the NEG) to June 2012, with enrollments of eligible participants open through March 2012. For the reporting period ending December 31, 2011, there were 532 individuals enrolled in the grant – 76% of plan.

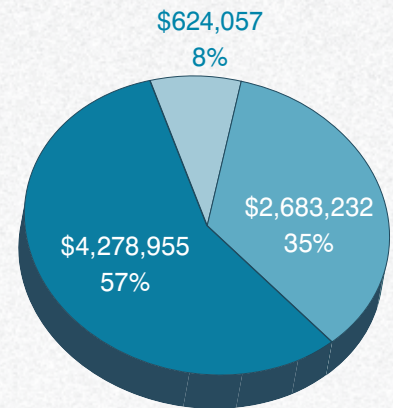
Adult, Dislocated Worker & National Emergency Grants (NEG)

- Total clients served were 2,896 with 2,211 entering into skills training
- WIA Adult enrollments were 322
- WIA Dislocated Worker enrollments were 556
- NEG enrollments were 944 total for



BRAC Activity	Planned	Actual 12/31/11	Percent of Plan
Total enrollments	700	532	76

Workforce Investment Act (PY 2010) & National Emergency Grants



- Admin
- Training*
- Program

*Training dollars include \$250,223 leveraged from employer contributions via OJT and \$175,966 of PELL grants, which were realized due to WIA investment. Other training funds (i.e., TAA, CSSP & TANF) were also utilized, although not captured in this chart.

Prime Tanning, West Point Homes, RR Donnelley, Standard Insurance and BIG/BRAC NEGs

- ARRA Dislocated Worker enrollments were 410
- ARRA Adult Worker enrollments were 168

Coastal Counties Workforce, Inc. received nearly \$3 million from the federal Workforce Investment Act (PY 2010 allocations), and obtained an additional \$4.3 million in federal NEG funding. Ninety-two percent (92%) of CCWI's funds were allocated directly to service providers for job training and related services. In addition to direct training, customers are provided with critical assessment and remedial services. Eight percent (8%) was spent on CCWI administration.

CCWI's efforts culminated with recognition from President Barack Obama who was introduced during his recent visit to Maine by Richard Schwartz of Woolwich. Schwartz was out of work for two years before receiving job-training services through CCWI's programming. He now works

at Kestral Brunswick Corp., an aircraft manufacturer at the former Brunswick Naval Air Station. While introducing the president, Schwartz took the opportunity to highlight his experience and the importance of CCWI's job training programs.

"It's very hard being unemployed for two years," Schwartz says. "It's not something I planned on. And there are thousands of people out there like me. But I would never have been able to afford the training I got without Coastal Counties and Goodwill Workforce Solutions. They deserve the credit. This program worked for me."



Richard Schwartz (R), introduces President Obama.



Workforce development is at the heart of Maine's growth and prosperity, particularly the IT workforce, which Coastal Counties has eagerly and effectively moved forward through its many partnerships and targeted initiatives.

Glenn Wilson
Director, Information
and Innovation
Associate Research Professor
Department of Technology
University of Southern Maine

CCWI NAMED NON-PROFIT BUSINESS OF THE YEAR

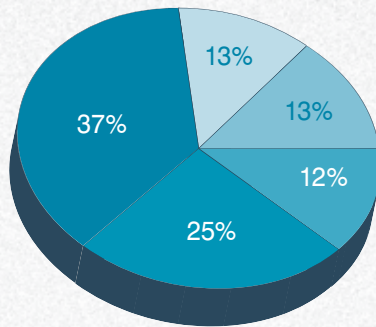
On September 14, 2011, Seth Wescott, Olympian Snowboarder and Ed Kenyon of Bath Iron Works, presented Michael Bourret, Executive Director of Coastal Counties Workforce, Inc., the "Non-profit Business of the Year Award" on behalf of the Southern MidCoast Maine Chamber of Commerce at its Annual Awards Gala held at Sebasco Resort. In the past five years, CCWI has brought in an additional \$18 million dollars in federal funds bringing the total job training funds to the region to \$33 million. Under Bourret's guidance, the CCWI team has aggressively pursued job training resources to address the multitude of training needs in the region.

Through access to workforce development tools for our members, CCWI helped the Chamber directly connect job creators with job seekers in an efficient and effective manner.

Dan Bookham
Executive Director
Penobscot Bay Regional
Chamber of Commerce



Country of Origin of Applicants Selected for Training



- **Rwanda 13%**
- **Somalia 13%**
- **Panama 12%**
- **Burundi 25%**
- **Somalia 37%**



TEACHME

Begun as a Pilot Program in 2011, the TEACHME program is a customized competency-based training program developed by Goodwill Industries of Northern New England for refugees and immigrants that targets key skills in Retail Sales and Operations. Training is designed to meet the minimum knowledge and skill competencies required for persons seeking a career as a Retail Sales Associate. TEACHME provides classroom and hands-on training in a Goodwill store and includes basic computer training and operating a computerized cash register. Classroom training is held at Goodwill's training facility in Gorham and is taught by instructors from Goodwill's Training Department.

The goal of TEACHME is to provide refugees and immigrants who have never worked in the United States, who are unemployed or may be underemployed,



Therese Mambo

with the opportunity for full time, permanent employment in the Retail Industry which offers a career ladder for advancement. Graduates of the TEACHME program receive a portable Certificate listing their competencies as well as individual job development from a Goodwill Business Representative.

No other school, agency or community-based organization offers this training to refugees and immigrants in the State of Maine. For many of these participants, this program represents their only opportunity to enter the workforce. As a result of 2009-2010 Incentive Award funds, CCWI was able to sponsor this valuable program.

Further business development and marketing of the TEACHME program with a goal toward industry recognition is being conducted by Goodwill Workforce Solutions Business Representatives.



We have collaborated with CCWI on numerous workforce development initiatives that have yielded jobs, advanced skills, industry certifications and career pathways for Mainers. In Composites Technology, Health Care, Engineering and Advanced Manufacturing, CCWI has effectively aligned funding, talent, innovation and entrepreneurship for the good of all.

Ronald G. Cantor, Ph.D.
President
Southern Maine
Community College

MAINE HEALTH CARE AND EDUCATION COLLABORATIVE

The Maine Health and Education Collaborative (MHEC) came to a close in March 2012. The primary focus of this \$1,846,409 U.S. Department of Labor's Employment and Training Administration grant was to build the capacity of local community colleges to develop and expand health care training in coastal and southern Maine. As of the writing of this report, the grant has one month until completion and it has been a resounding success. With the CCWI Program Manager and assistance of the Coordinator at Goodwill Workforce Solutions, the grant ran smoothly meeting and in many cases exceeding goals.

Four community colleges in the coastal counties region participated in the grant. Central Maine Community College expanded its Associate in Science Degree in Nursing program to Damariscotta using grant funds to provide faculty while also utilizing a tele-video system by which faculty from its Auburn campus also taught courses. With tremendous financial and staffing support from Lincoln County Healthcare, Inc., the college was able to provide nursing

training to two dozen people. All graduates from the Damariscotta campus are employed in the nursing field and the final class will graduate in May 2012. The college earned accreditation for its nursing program on the Damariscotta campus ensuring a strong training program for the region.

Kennebec Valley Community College enhanced its Advanced Certificate in Diagnostic Medical Sonography program by increasing faculty and hiring a clinical coordinator to assist students training in the field in addition to purchasing ultrasound training equipment. The college is the only sonography training provider in Maine and expanded clinical training sites throughout the coastal counties region earning accreditation in 2011. The college enrolled two dozen students in the program with each graduate gaining employment, many receiving employment offers prior to graduation. A final class continues its training beyond the grant timeframe.

Southern Maine Community College was successful in expanding its nursing program to Brunswick, moving onto the former Navy base, now named Brunswick





I have found CCWI to have a laser focus on helping the Maine economy by getting people trained for jobs available now and for the future.

Mark Ouellette
Executive Director
Mobilize Maine

Landing, in 2011. The college earned accreditation for the Brunswick campus and had instructors earn their training certificates and are now teaching the classes. Utilizing grant funds, the college purchased high-tech equipment for its simulation laboratory. The grant funded a part-time Simulation Laboratory Coordinator position, which the college increased to full-time and took over the funding responsibility of the Lab in 2011. The Coordinator worked with each of the health sciences departments to integrate simulation training in their curricula with over 30 faculty receiving instruction on the equipment and more than 700 students receiving instruction in the laboratory.

Overall numbers are not completed as of the writing of this report, however multiple targets have already been met.

Additionally, the college developed its Advanced Cardiac Life Support and Pediatric Life Support certificate training programs at its South Portland campus. York County Community College was the fourth community college to participate in the grant but withdrew in 2010 due to low enrollment of its CNA class. However, 40 students were trained with all of them passing the State licensing exam. Employment figures are still being assessed.

All community colleges have sustainability plans to maintain their expanded training programs. The Maine Health and Education Collaborative Steering Committee, the advisory board to the grant, is developing a charter to continue its work to advance the health care workforce training and employment needs in southern Maine.

	Goal	Actual
Total Enrollments	132	138
Training Enrollments	632	861
New Hires	36	37



Coastal Counties Workforce Inc. has been a consistent and active partner in the Health Workforce Forum for many years, contributing to the success of that collaborative initiative's efforts to address health workforce needs in Maine.

Sally Sutton
Senior Policy Analyst
Muskie School of Public Service
University of Southern Maine

STATE HEALTH CARE TRAINING GRANT

The State Health Care Training grant is in its final year with the coastal counties region exceeding enrollment targets (106 met with a target of 100). This is a Maine Department of Labor grant that focuses on accelerating health care training of incumbent workers in a health care facility and dislocated workers and unemployed individuals enrolled in nursing, allied health and CNA training programs statewide. Goodwill Workforce Solutions is providing employment counseling services for the coastal counties region and has worked with employers to ensure seamless services.

In addition, regional projects have been developed that focus on reducing the bottleneck in clinical nursing training or that show innovation in health care training. To address the clinical nursing issue, PenBay Health System in Rockland has one employee enrolled in the grant who is working towards her Masters in Nursing degree from Walden University; and, Maine Medical Center in Portland

enrolled sixteen employees in the Certificate of Graduate Study in Nursing Education at the University of Southern Maine. The grant is paying a portion of tuition, books and fees for the clinical instruction training.

For innovative projects, Mid Coast Hospital in Brunswick has enrolled seven nurses in a Nurse Residency Program that is designed as a transition to practice and an enhanced orientation for newly graduated nurses. The hospital is evaluating the results of the pilot this spring and will share the results with the Maine Department of Labor and other hospitals in Maine participating in the grant. The grant is covering a portion of the training.

Another innovative project is a pilot developed by Maine Medical Center and the University of Southern Maine. The hospital and University partnered to create the accelerated training program for individuals with a bachelor's degree in any field interested in earning a



Bachelor's of Science in Nursing degree which can be completed in fifteen months. The hospital provides CNA training to all of the twenty-one training participants enrolled in the pilot in addition to providing staff to act as faculty. The grant is funding a portion of the students' training.

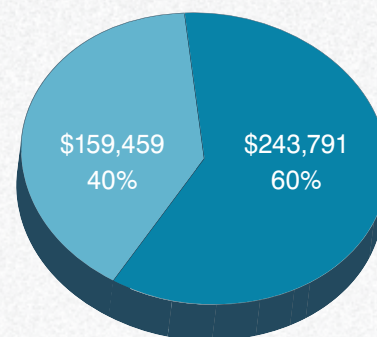
Next steps in the grant process include work with the Muskie School of Public Service at the University of Southern Maine to develop career pathways for health occupations that are in demand in the coastal counties region. The Muskie School is planning two regional meetings this fall with grant health care employer partners to address workforce training and employment needs. Grant employer partners include Mercy Health System of Maine, Maine Medical Center/ MaineHealth, PenBay Healthcare, Mid Coast Health Services, Waldo County General Hospital, NorDx and Saco River Health Services.



I have worked extensively with CCWI for the past four years as a business partner. They are dedicated to help all of their business partners as well as individuals in need throughout Maine. This organization truly makes a positive difference to the people of Maine.

Peter Russell
Senior Training
& Org. Dev. Specialist
Maine Medical Center

State Health



- Training
- Program



My close connection during the recent past on the Aging Worker Initiative has given me even greater respect for (CCWI) and the quality of the work that it performs in the interest of Maine workers and employers.

John Christie
Co-Chair, Older Workers
Committee of the State
Workforce Investment Board

AGING WORKER INITIATIVE

In 2009, Coastal Counties Workforce Inc. was one of ten sites across the country awarded a three-year Aging Worker Initiative (AWI) demonstration grant by the United States Department of Labor's Employment and Training Administration. AWI is designed to improve workforce services to serve the older worker population and develop innovative models to share with all local workforce investment areas. This \$1 million statewide grant is a collaborative effort of Coastal Counties Workforce, Inc., Maine's four local Workforce Investment Boards, Muskie School of Public Service, Maine Jobs Council/Older Worker Committee, Adult Education, and Maine community colleges that focuses on occupational training in healthcare, green construction, energy, and information technology.

By 2028, almost half of Maine's population is projected to be over fifty

years old. In October 2011, CCWI, in conjunction with the Council for Adult and Experiential Learning (CAEL) and the Maine Department of Labor, hosted a Policy Summit entitled "Grayest State, Greatest Opportunities: The Maine Mature Workforce" to discuss what this means for Maine and its economy. The event brought together representatives from business, economic development, education and training institutions, the workforce system, and policy makers to encourage them to invest in one of the most important resources at their disposal – mature workers. The event culminated in the presentation of the 2011 Silver Collar Awards to eight mature worker-friendly companies by Maine Department of Labor Commissioner, General Robert Winglass.



KEY GRANT ACTIVITIES

- **SEASONED WORKER FORUMS:** Forums designed to connect Maine's mature workers with local employers
- **EMPLOYER DIALOGUES:** Provides education to Maine's employers on how to best attract and retain the 55+ workforce
- **TRAINING:** Occupational skills training in healthcare, green construction, energy, and information technology delivered by community colleges, adult education, and other qualified providers in subjects ranging from Administrative Medical Specialist to Weatherization Technician
- **WORKREADY 55+:** Teaches mature workers basic computer skills as well as guides them on what it takes to find a job and succeed in the 21st century workplace
- **CAREER NAVIGATORS:** Serve as touch points for mature workers and employers. Provide guidance to workers on how to access suitable training and work opportunities
- **WORKFORCE SOLUTION SITES:** Provide dedicated workspace for mature workers in four sites with computer access, information, and trained resource staff

Coastal Counties made it possible for Learning Works to hire 38 at-risk youths to help weatherize some of Maine's oldest and neediest housing stock. It was an incredible opportunity for these young people to gain meaningful work experiences and be better prepared and positioned for full-time employment in a growing business sector once their training was complete.

Ethan Strimling
Executive Director
LearningWorks, Portland



I have always found CCWI to be a great source of information, knowledge and resources. Whether providing assistance to individual businesses or working with me on region-wide workforce training initiatives, CCWI has always been an excellent partner.

Alan Hinsey
Executive Director
Many Flags/One Campus
Foundation
(and former Director of the
Knox/Waldo Regional Economic
Development Council)

MIDCOAST TOPS

In October, CCWI was awarded a \$5 million grant from the US Department of Labor's Employment and Training Administration to help Maine's Midcoast employers hire individuals who possess science, technology, engineering and math (STEM) related skills rather than having to hire skilled workers from outside the US by applying for H-1B foreign visa permits.

Called the Midcoast Technology Occupations through Pathway Strategies (TOPS), the public-private partnership will provide a combination of On-the-Job and classroom training to 300 participants. The project will assist employers to hire and train workers along a career pathway for a broad range of STEM-related occupations, but it is not intended to support entry-level hiring or provide basic education. Most occupations supported by Midcoast TOPS will require the applicant to hold at least an associate degree or equivalent education.

A key focus of the program is the redevelopment of the recently decommissioned Brunswick Naval Air Station. The base has been renamed

Brunswick Landing: Maine's Center for Innovation. Base developers have targeted several industries including advanced manufacturing (particularly aviation/aerospace), composite technology and Information Technology for business attraction, expansion and job creation.

Highly unusual in BRAC-affected communities, the Midcoast Regional Redevelopment Authority (MRRRA) has already entered into lease agreements with several employers who project to hire a combined 650 workers.

Key partners include:

- Southern Midcoast Maine Chamber
- Southern Maine Community College
- Women, Work & Community
- Goodwill Industries of Northern New England
- Midcoast Regional Redevelopment Authority
- Kestral Aircraft
- Resilient Communications
- Mölnlycke Health Care.





2011 REVENUE & EXPENSE REPORT

CCWI Audited Financial Statement Year Ending 2011

REVENUES

Federal Funds	\$5,678,653
Other Funds	\$64,897
Total Revenues	\$5,743,550

EXPENSES

CCWI Expenses

Payroll	\$581,026
Communication	\$10,536
Conferences & Meetings	\$2,132
Office Expenses	\$132,909
Supplies	\$23,724
Miscellaneous	\$28,596
	\$778,923

Program & Training Expenses

Subcontractor	\$4,907,228
Total Expenses	\$5,686,151
Change in Net Assets	\$13,810

According to an independent auditor's report, CCWI complied in all material respects with compliance requirements on each of the federal programs operated for the year reviewed (2011). (See www.coastalcounties.org for more information.)

