

COASTAL COUNTIES WORKFORCE, INC.

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

2017

ANNUAL REPORT



2017

CCWI STAFF & BOARD MEMBERS

Board of Directors

President, Commissioner Charles Crosby III, Sagadahoc County
Vice President, Commissioner Sallie Chandler, York County
Secretary/Treasurer, Commissioner Betty Johnson, Waldo County
Commissioner Rick Parent, Knox County
Commissioner Steve Gorden, Cumberland County
Commissioner Mary Trescot, Lincoln County
Lydia Sy, Chair, Coastal Counties Workforce Board
Denise Griffin, SPHR, SCP, Vice Chair, Coastal Counties Workforce Board
Michelle Love, SPHR, CEBS, Chair, Youth Standing Committee
Bob Schmidt, Past Chair, Coastal Counties Workforce Board

Coastal Counties Workforce Board

Jennifer Andrews, Fisher Engineering
Christa Baade, CEI
Mary Ellen Barnes, Lincoln County Regional Planning Commission
Joni Boissonneault, Portland Housing Authority
Craig Burgess, Marden's Surplus and Salvage
Russell Chaput, Pratt & Whitney
Julie Chase, Southern Maine Community College
Tammy Combs, Front Street Shipyard
Charles Crosby III, Sagadahoc County Commissioner
Samantha Fenderson, MDOL Bureau of Rehabilitation Services,
Division for the Blind and Visually Impaired
Kelly Flagg, The Body Architect
Denise Griffin SPHR SCP, The First, N.A.
Shannon Kashinsky, PeoplesChoice Credit Union
Cynthia S. Lobikis, General Dynamics/Bath Iron Works
Michelle Love, SPHR, CEBS, Androscoggin Bank

Kelly Osborn, Goodwill Industries of Northern
New England
Leon Ouimet, MDOL Bureau of Employment Services
Nick Paquet, IBEW Local 1253
Claudia Raessler, Maine Dye & Textiles
Trisha Richardson, New Horizons Learning Solutions
Peter Russell, CCB, Inc.
Bob Schmidt, L.L. Bean, Inc.
Anthony Sirois, UA Local 716, Plumbers & Pipefitters
Erika Stone, Pen Bay Healthcare
Lydia Sy, Manpower
Neal Williamson, Stronger, Faster, Healthier (SFH)
Linda Winton, Bonny Eagle Adult Education

Staff to Board

Michael Bourret, Executive Director
Antoinette Mancusi, Deputy Director
Donald Marino, Program Manager
Sarah O'Connell, Program Manager
Joy Gould, Project Manager
Valerie Odams, Executive Assistant

LETTER FROM

Michael Bourret
Executive Director, CCWI

The past year presented CCWI staff and our workforce partners with some challenges which included a new administration in Washington D.C. proposing severe cuts to our federal job training programs and yet another attempt by the LePage Administration to eliminate Maine's Workforce System. The LePage Administration's actions, in particular, were very damaging to our statewide and regional delivery system. By withholding WIOA funding, the system was being dismantled.

For this reason, we filed a lawsuit against the LePage Administration to ensure the release of the PY17 WIOA funding. The good news is that we prevailed and the system remains in place to serve Mainers, but the bad news is that this did redefine CCWI efforts for a number of months and there was a high cost to pay in the field, as well. We were unable to stop the widespread and severe damage to the system caused by the LePage Administration; so it follows that, as we put this behind us, this coming year will be one of rebuilding staff capacity and infrastructure, and restarting our stalled WIOA implementation.

As for me, my tenure with the workforce system has come to an end. Although my plan was to retire last year, the threat to the system prolonged my departure. After 36 years with this system, I have decided that it is time for me to spend more time with my family. Although it is hard to imagine, I have received numerous assurances that there is indeed life beyond this work!

Workforce development has been my life's work and something in which I truly believe. My tenure goes back to the closing days of CETA and the start of JTPA under the Reagan Administration. As I think back on the acronyms, the initiatives, and my colleagues - it has truly been an honor to be part of a public

service that has helped so many individuals across Maine with a service that has taken their lives to the next level.

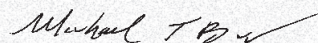
There's an old saying that goes something like... "Give a man a fish, and you'll feed him for a day. Teach a man to fish, and you've fed him for a lifetime." This saying describes our system's approach and why it is easy to become a true believer. There is something inspiring about witnessing customer success that I never tired of. It truly was what motivated me during the tougher times.

Since 2000, the Coastal Counties Region received over 1,322,603 visits and 41,944 Mainers have obtained important career and training services. With an average 82% entering employment, there are also many hundreds of businesses that have clearly benefited from the new skillsets achieved by our training participants. The system does make an important difference for Mainers and the Maine economy.

I want to thank the CCWI Board of Directors who believed in me and whose support for our work never wavered. I also want to thank CCWI staff, Workforce Solutions staff, adult education providers, and our region's CareerCenter partners' staff for their passion and willingness to face the many challenges everyday on behalf of both employers and workers.

Thanks to all of you, it has been very worthwhile.

Sincerely,



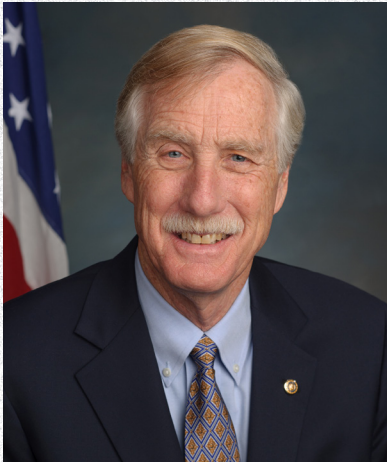
Michael T. Bourret
Executive Director



Keith Spiro Photography

Coastal Counties Workforce, Inc. Staff (from L to R): Antoinette Mancusi, Deputy Director; Michael Bourret, Executive Director; Sarah O'Connell, Program Manager; Valerie Odams, Executive Assistant





By empowering Maine people with new skills, Coastal Counties Workforce, Inc. is putting them on a path to employment and strengthening Maine's economy. Services like these are incredibly valuable in today's ever-changing economy, which is why I continue to commend CCWI for their extraordinary work on behalf of our state.

Senator Angus S. King, Jr.
United States Senator

COASTAL COUNTIES REGIONAL WORKFORCE PLANNING

Vision

To meet the changing workplace needs of businesses and job seekers by promoting economic opportunities through developing workforce skills in demand. CCWI supports the regional economy by advancing a range of workforce training services that meet current business needs.

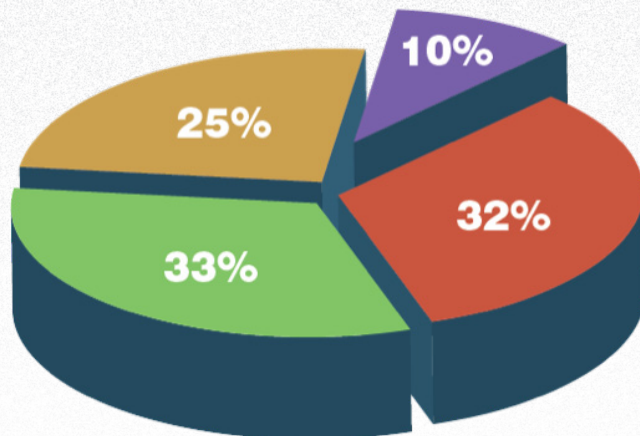
Mission

To accomplish our vision of creating economic opportunities, CCWI is committed to the effective use of resources to improve workforce skills throughout the region. Existing resources are leveraged and enhanced through strategic partnerships with organizations of similar vision, thereby raising the economic capacity of our regional community, its businesses, and citizenry.

Workforce Board Goals

1. Employers are actively engaged with a regional workforce development system that understands and appropriately responds to their skilled workforce needs.
2. Job seekers and current workers easily access and participate in workforce services relevant and appropriate to their career goals and align with the skilled workforce needs of the local economy.
3. Regional workforce system partners align and integrate services and resources to create a "no wrong door" employment and training network easily accessed by workers and employers.

FYE 2017 WIOA & Leverage Service Provider Funds



■ Board Admin ■ Training with Leverage
■ Infrastructure ■ Program Staff



WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

WIOA took effect on July 1, 2015, superseding the Workforce Investment Act (WIA) of 1998, and amending the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973. It 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.

WIOA improves connections to employment and training opportunities that lead to economic prosperity for workers and their families. It strengthens existing workforce development and adult education programs in four ways that can benefit adults and youth with barriers to economic success:

- I. **Increases the focus on serving the most vulnerable workers** – low-income adults and youth who have limited skills, lack work experience, and face other barriers to economic success;
- II. **Expands education and training options** to help participants access good jobs and advance in their careers;
- III. **Helps disadvantaged and unemployed adults and youth earn while they learn** through support services and effective employment-based activities; and
- IV. **Aligns planning and accountability policies across core programs** to support more unified approaches to serving low-income, low-skilled individuals.

Since 2000, Coastal Counties Workforce, Inc. (CCWI) has administered these WIA and now WIOA employment and training dollars. CCWI is one of three Local Workforce Development Boards in the state, with its region consisting of the six coastal counties of Waldo, Knox, Lincoln, Sagadahoc, Cumberland, and York. CCWI's region is geographically large and diverse. Our Local Area is also the most populous, with approximately half of Maine's residents and business community located within our borders. CCWI, working with its primary service provider, Workforce Solutions, supports the regional economy by advancing a range of workforce training programs to meet the changing needs of local businesses and job seekers.

In Program Year 2016-2017 (July 1, 2016 – June 30, 2017), the region's CareerCenters and Workforce Solutions Centers saw more than 44,566 customer visits. Individuals receiving WIOA-funded employment and training services over that period of time totaled 934.



L.L.Bean has been a part of the Coastal Counties Workforce Board since its inception. We value this partnership because it aligns with our corporate Stakeholder concept where we believe that we have a responsibility as a company to improve the communities that we work in. Coastal Counties mission of workforce development, helping Maine citizens get back to work when they have been displaced or improving the employment opportunities for the under-employed or youth, is one that L.L.Bean fully supports. Through the work they do, the CCWI strategically serves the citizens of the six coastal counties in Maine.

Robert Schmidt
CCWI Board of Directors
Human Resources Business Lead
L.L. Bean



Workforce Solutions is honored to be recognized as the CCWI Partner of the Year. We deeply value the partnership with CCWI and the shared goal to bring high-quality, workforce programming to our region that supports jobseekers and business clients in meeting their employment needs.

Kelly Osborn
Executive Director, Workforce Services
Goodwill of Northern New England

Dave Wurm
Director of Workforce Programs
Workforce Solutions

CCWI Partner of the Year

WIOA NEW SERVICE DELIVERY STRATEGY

Program Year 2017 (starting on July 1, 2017) brought with it challenges that prompted us into a new direction for delivering services. From a federal perspective, we saw significant decreases in our WIOA funding. Partially due to low unemployment rates which affected the federal funding formula, and a new administration in Washington D.C. that has not been releasing grant funding for workforce development, our funding has been substantially reduced. Nationally, the USDOL saw a \$61 million drop from Program Year 2016. These factors translated into a 16% drop (approximately \$500K less) in WIOA funding for our area.

While we were bracing for the impact of reduced federal funding, the LePage administration decided to withhold (or not make available) our 2017 WIOA funding. After a 5 month legal battle against the LePage administration, which resulted in a legal “win” for CCWI and the consequent release of our funding in February of 2017 (8 months late), we continued to brace ourselves for further impact due to strained relationships with the Maine Department of Labor’s (MDOL) leadership.

This year’s legal struggles with the LePage administration and MDOL leadership created programmatic road blocks. As of the date of this writing, MDOL has refused to sign a required WIOA System Partner Memorandum of Understanding (MOU), has still withheld our local board certification, and has failed to provide us final approval of our local plan. Acknowledgement of our Portland, Lancaster St. Comprehensive One-Stop Center is also lacking so that we cannot move forward into an infrastructure agreement.

Funding cuts and the distrust left behind from the MDOL “conflict” forced us to move forward with a new partner and in a new direction — offering services through adult education sites. In order to ensure appropriate service delivery coverage throughout our six-county region, while trying to make the most of the limited funding and broken relationships, we had to make some difficult decisions. One of those decisions entailed removing ourselves from two expensive CareerCenter locations (i.e., the Brunswick CareerCenter and Rockland Career Center). This left us with only two “brick and mortar” locations; our Workforce Solutions Center in Belfast and the One-Stop Comprehensive Center location in Portland.

Given our close relationship with adult education providers throughout our region, providing services out of their locations made a lot of sense. Under this new service delivery model, Workforce Solutions (our area’s WIOA service provider) will focus on the two program hubs, or existing physical locations, in both Portland and Belfast. “Mobile” staff, using partner provided spaces, will be deployed in all other counties (York, Sagadahoc, Lincoln, and Knox counties) to ensure service delivery throughout the Coastal Counties region.

Central to this model is the establishment of Workforce Solutions Sites (WSS), through Memorandums of Understanding, at these local adult education organizations.



WIOA NEW SERVICE DELIVERY STRATEGY (Continued)

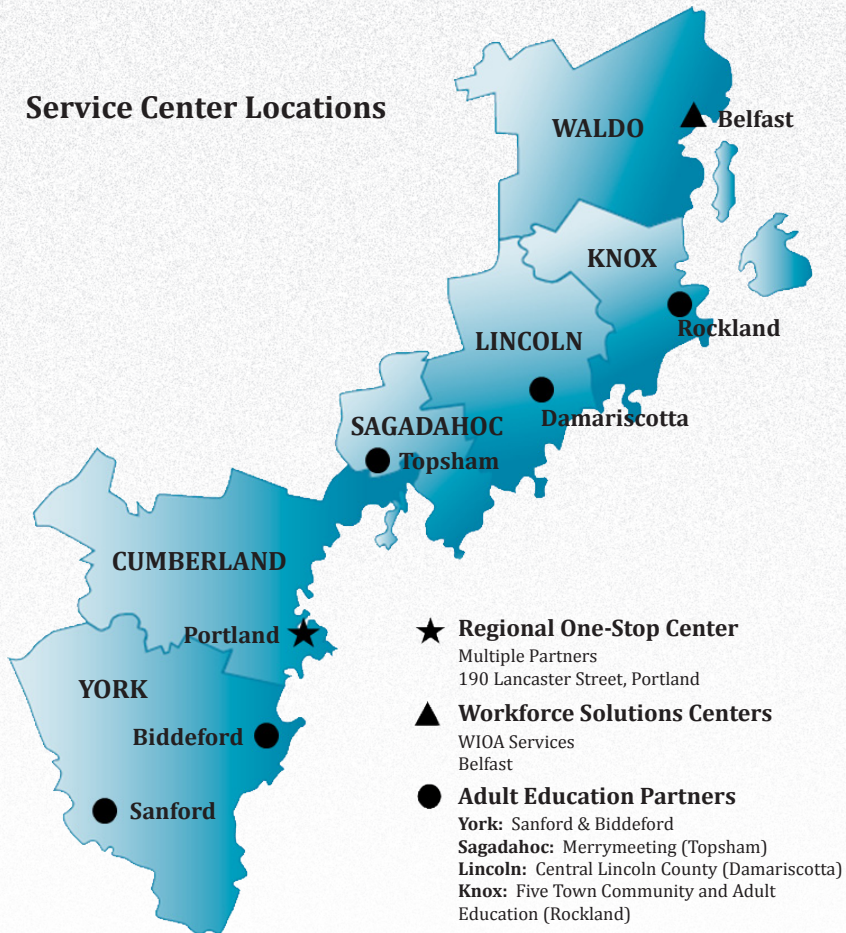
As a core WIOA partner, adult education providers are an invaluable resource for Workforce Solutions service delivery. Shared clients/students, an important referral relationship and adult education being a provider of basic adult education, work-readiness, college transitions, and post-secondary trainings were all vital factors contributing to the symbiosis of this partnership. Additionally, utilizing adult education space (at no cost) allows Workforce Solutions to build a closer partnership with adult education providers while also potentially hiring people that live and work in the communities they will serve.

While the two program hubs (Portland and Belfast) and four Workforce Solutions Sites will be an important component of the service delivery model, staff will also continue to embrace the practice of meeting clients where they are located when transportation is not available for the client. In such cases, staff will meet the client at other adult education organizations, in public libraries, cafes or any other appropriate location. Although the genesis of this new service delivery model was necessity born out of hardship — we are truly excited about the possibilities created by this new partnership.



Putting people back to work is my number one goal, and ensuring that workers get the education and training they need to compete in the global economy must be a top priority. I applaud the Coastal Counties Workforce Board's commitment to the success of our state's employers and, most important, to offering all Mainers the opportunity to train for and secure new jobs.

Senator Susan Collins
United States Senator



The purpose of the above map is to illustrate changes in service locations due to a new regional strategy. The map is not intended to be inclusive of all One-Stop partners.



Investing in the education and training of Maine people, empowering individuals to make choices about their future, is fundamental to the economic prosperity of our state. In my nearly 40 years in this field, I have learned that “it takes a village.” Working side-by-side with engaged partners who share our commitment is how we create meaningful opportunities for individuals to succeed. CCWI has been a steadfast partner in this endeavor over many years. I commend them for their dedication to serving the needs of employees and employers in this state. It has been a pleasure to collaborate with them.

Eloise Vitelli
Director, Program and Policy
New Ventures Maine
State Senator District



2017 Annual Report

CAREER PATHWAYS / SECTOR PARTNERSHIPS

For several years now CCWI has taken an employer-focused approach to addressing the skilled worker shortage in our region, as well as creating career pathways and opportunities for growth for our job seekers. CCWI focused on five key industry sectors which are critical to the growth of our regional economy:

- Advanced Manufacturing
- Banking and Financial Services
- Healthcare
- Information Technology
- Transportation and Logistics

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

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

- Recruiting and/or retaining key employees
- Pinpointing the stagnation of wages or industry growth
- Find the skill barriers (lack of industry-specific skills needed)
- Identify the skills needed to move into higher positions
- Determine what resources are available to give front-line staff training
- Locate and fill the gaps and barriers to employment

Due to the hardships endured through the 2017 program year, much of our career pathway work came to a halt as we lost staff and funding. However, we are delighted that in the forthcoming year (2017-2018), our service provider Workforce Solutions is designating a “Sector Strategies Program Coordinator” to oversee business relations throughout the region. This position will focus on developing strategies within each sector that promotes the development of career pathways and placement of WIOA clients. Supporting this effort in local counties will be Career Advisors, who will carry the dual client focus of jobseeker and employer clients.

We look forward to examining the current year’s Sector Strategies work and applying lessons learned to upcoming programming. We believe that career pathways work (i.e., industry or sector strategies work) allows CCWI to be better positioned to address common workforce needs. In addition, we strengthen the capacity of our training and education partners to design customized training programs and award industry recognized credentialing to meet those needs. Last but not least, we also comply with one of WIOA’s underlying precepts.

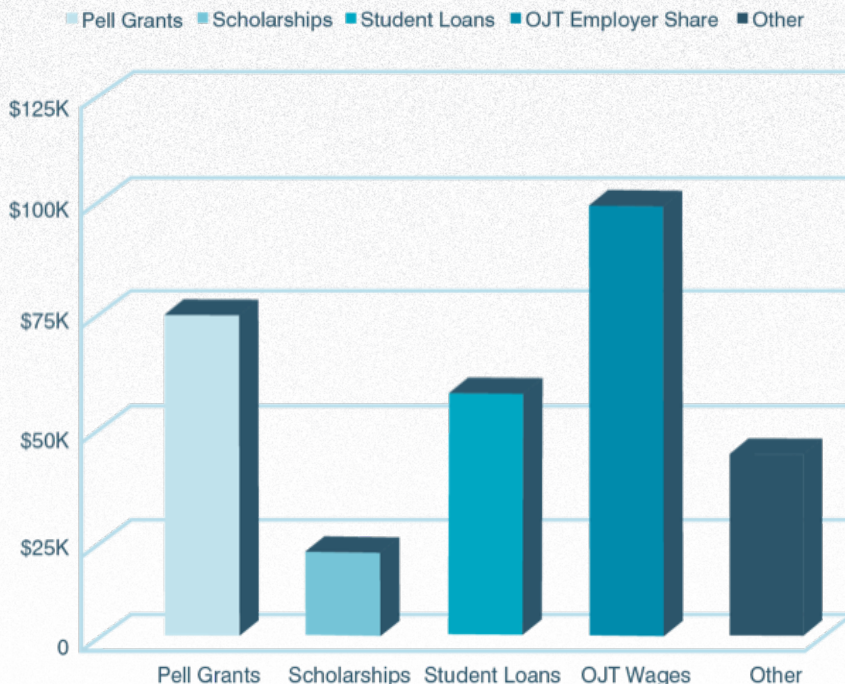
WIOA ADULT & DISLOCATED WORKER PROGRAM

The Adult Program provides employment and training services to eligible individuals ages 18 and older who require assistance and skills upgrading in order to secure meaningful employment, with priority given to veterans and those who are low income. The Dislocated Worker program provides services to eligible individuals who have been terminated or laid off or who have received a notice of termination or layoff from employment, who are eligible for or have exhausted unemployment insurance, or who are displaced homemakers. In Program Year 2016–2017, the two programs served 723 job seekers throughout the region.

During the Program Year 2016–2017, outreach strategies were amended to acknowledge the low unemployment rate in the region. Local businesses increasingly noted difficulty in finding skilled applicants and continued to seek services covered under WIOA. In the Greater Portland area, efforts have been made to engage the immigrant, youth, and other populations with significant barriers to employment, encouraging these individuals to enter the workforce. Utilizing various training techniques, these harder-to-serve populations are now engaging in employment activities that would not have been possible without the aid of the WIOA funding source.

WIOA Leveraged Training

(July 2016 - June 2017)



I am 52 yrs old, married with 6 children but only 3 children are here in the United States. I am a PSS, DSP, & CRMA but my goal was to be a CNA and work in the hospital helping people. I worked with Kelly DiBiase at Workforce Solutions to get into the Bridge Class at Portland Adult Education. I worked very hard in all of the classes so I could reach my goals. My teachers and Kelly helped me to manage my studies and helped me complete my classes. I am in my clinicals now and I am very excited to reach my goal of being a CNA. I am thankful to Workforce Solutions and to Kelly for all of their help in my journey. I am thankful that they help immigrants get back to doing work like they did back home.

Regine Ndayizeye
Workforce Innovation and
Opportunity Act (WIOA)
Adult Participant of the Year



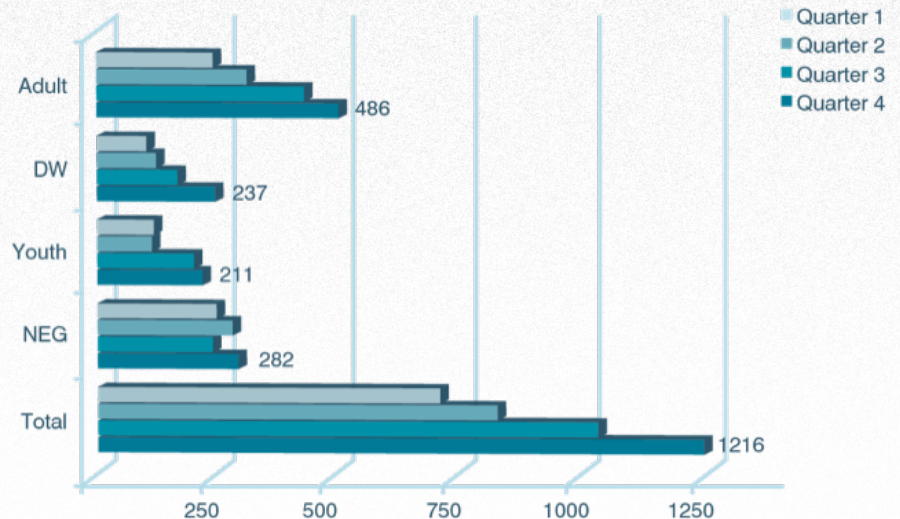
We are so honored to receive this recognition for our collaboration with Workforce Solutions. We truly value being part of this work program that provides such a worthwhile service to our community. We have enjoyed the relationships we have forged over the years and appreciate the help we have received from the employees who have worked with us.

Theresa Gargan, Shelter Manager
 Pope Memorial Humane Society,
 Thomaston, Maine
 Employer of the Year

WIOA ADULT CASE STUDY:

Laurie came to Workforce Solutions as a long term unemployed adult having the barriers of no work history in over ten years and overcoming some recent chronic health challenges. Laurie enrolled in WIOA and received career services including individual counseling and resume coaching. Laurie was also a co-enrolled participant with Vocational Rehabilitation services. Working collaboratively, the WIOA Employment Counselor, VR Counselor, and participant developed a mutual employment and training plan of dental assisting. VR agreed to cover occupational skills training and WIOA provided transportation support services, as well as required uniforms for training completion. At the conclusion of training during quarter two, the participant received assistance from the WIOA employment counselor with job searching and a mock interview to develop self confidence with interviewing questions that were causing her anxiety during live interviews with employers. The employment counselor provided some honest and direct feedback which provided the extra boost the participant needed. Several weeks later, Aspen Dental invited the participant in for an interview and then offered her a dental assistant position. Laurie is now gainfully employed in this new job. Laurie continues to receive check-ins from her WIOA employment counselor and continued support from VR regarding required job accommodations. Laurie earns \$16.00 per hour and receives full benefits including health insurance.

WIOA & NEG Enrollments - FYE 2016



WIOA YOUTH PROGRAM

Youth Services provides employment and training opportunities to young adults between the ages of 14 and 24 who have barriers to employment, with a focus on youth who are out of school and disengaged. In Program Year 2015–2016, the program served 195 youth throughout the region; 161 were out-of-school and 34 were in-school. Despite life and work challenges that some of the youth face, they also experience great successes through their program enrollment.

CASE STUDY:

Khrystian was referred to WIOA by a community partner, Opportunity Alliance. He was 17 years old, unemployed, and facing mental health and transportation barriers as he was living rurally in Steep Falls with his adopted mother. When his employment counselor met him, Khrystian didn't have a driver's license, and due to his rural location, this had prevented him from finding work. At his time of enrollment, Khrystian was a high school dropout but taking HiSET classes online. During his intake process, he expressed interest in mechanical work and explained that he had some experience. After enrollment, the counselor looked into local businesses that aligned with his interests and found Two Trails Garage in Standish. After reaching out to the business and meeting with Khrystian, the owner agreed to take him on through a Work Experience. During his training, Khrystian had perfect attendance and passed his road test (i.e., driver's license exam). The owner reports that he is incredibly enthusiastic and eager to learn. The owners are also helping him study to take the inspection agent test so he can work inspecting cars. WIOA support services provided work clothes and tools and supplied him with gas cards for his travel to and from his job.



Thankful to be given an opportunity to change my family's life and to provide for my daughter.

Alexandra Lucas
Workforce Innovation and Opportunity Act (WIOA)
Youth Participant of the Year

NATIONAL EMERGENCY GRANTS JOB DRIVEN (JD-NEG)

The intention of a National Emergency Grant is to expand capacity on the service provider level in order to address immediate and tragic economic events or massive job losses. During Program Year 2014, CCWI was awarded \$943,435 in funding through Maine's Bureau of Employment Services via the U.S. Department of Labor for dislocated workers, with a focus on those who are long-term unemployed. This project ran between October 2014 and June 2017 and supports training and reemployment efforts for 108 participants.

SECTOR PARTNERSHIP (SP-NEG)

This \$857,825 grant, awarded in July 2015, focused on both bolstering capacity for dislocated worker services and provided funding for regional sector planning and strategies. This grant supported our demand-side, or industry focused, regional planning efforts – increasing workforce and economic development opportunities and improving partnerships between industries, workforce investment boards, government entities, economic districts, and community colleges. The grant was extended to June 2018.

SP-NEG Current Outcomes

Activity	Planned	Actual
Total Participants	80	108
Enrolled in Training	40	78
Receiving Support Services	32	53
Exited Participants	35	50
Entering Employment Rate	32	26



In order to bring about solutions to the very complex demographic challenges our region faces, partnerships are more important than ever. CCWI and Workforce Solutions are vital to train and support Portland's current and future skilled workforce. Their continuous commitment to these collective results is paramount for the health of our socio-economic fabric.

Julia Trujillo-Luengo, Director
Office of Economic Opportunity
City of Portland

TECHHIRE GRANT

In July 2016, CCWI was awarded \$4,000,000 through the U.S. Department of Labor's Employment and Training Administration to highlight Maine's Information Technology (IT) industry and create a pipeline of skilled workers. TechHire Maine will recruit, assess, train, and place individuals in well-paying, middle- and high-skilled occupations. Demand for well-qualified computing and IT professionals is prevalent in a range of IT-supported sectors across Maine. TechHire provides an opportunity to replicate and expand competency-based curriculum and accelerated education and training delivery models statewide.

Education and training activities will be customized based on an in-depth assessment of participants' employment goals, skills, work experience, and IT competency and aligned with the USDOL's Information Technology Competency Model to ensure that they match the skills needed by employers. All TechHire participants will obtain an industry-recognized credential as a result of training activities, such as certificates of completion, micro-credentials, or badges.

A Few Particulars...

Case Management: "Navigators," as they are called under the TechHire grant, will meet one-on-one with participants at least monthly during the term of the participant's plan and more frequently in the beginning and as additional needs arise. Navigators will monitor the implementation of each participant's service strategy and provide continued support, including follow-up services after the individual is placed in employment. "Ambassadors," or TechHire's employer liaisons, will manage employer relations and employer recruitment into the TechHire initiative. The Ambassadors will work with the program Navigators to connect well-qualified participants with employment opportunities with Maine's TechHire employer partners in computing and IT career paths. Job placement services will occur in partnership between the Ambassadors and the Navigators. Moreover, Ambassadors will identify skills and competencies needed across several organizations and develop targeted consortium training.

Accelerated Training Modality: Over the past year TechHire staff needed to redevelop its primary accelerated tool of training (i.e., accelerated training). Partnering with the University of Maine Augusta, CCWI is working on "laser certificates" in several IT occupations that will allow participants to gain college recognized credentials and access to employment after one year of successful study. This program will be provided to approximately 25 TechHire participants.

Workforce development partners currently include: Educate Maine; State Office of Adult Education;; Workforce Solutions; Eastern Maine Development Corporation

Employer partners include: athenahealth, Inc.; Axiom Technologies; Tyler Technologies; MaineHealth; The Jackson Laboratory; IDEXX Laboratories; Maine Office of Information Technology; Collaborative Consulting; WEX; Kepware; and University of Maine System, Office of Information Technology.



TECHHIRE GRANT (Continued)

Activity	Status
Recruit and enroll participants for TechHire activities	TechHire staff has been busy discussing referral opportunities with community partners. Additionally, staff share best practices during regularly scheduled meetings and communicate regarding opportunities to touch local businesses. Although recruitment has proven to be a challenge, partners are redirecting efforts to improve enrollment numbers and connect with individuals suited for the grant. To date, there have been enrollments into all three grant tracks. Participants continue to work with both their assigned Navigator and Ambassador to connect with appropriate training or job placement.
Enrollment Total	As of April 2018, 106 individuals have enrolled in the TechHire program for services.
Develop relationships with business partners	CCWI and Educate Maine have developed and continue to nurture relationships with partner employers. These partnerships are vital in the success of TechHire as we place skilled individuals into IT occupations.
Participants connect with local employers and are hired, gaining unsubsidized, full-time employment	Participants are preparing to enter the workforce by refining resumes and practicing interviewing skills. Furthermore, they are being directed to networking opportunities with employers and will connect with employment through paid internships or on-the-job training contracts.



It is an honor to serve with the other County Commissioners and CCWI Board members. They are inventive and creative with unique employment programs, yet exhibit that Maine frugality with the attention to detail. We all strive to obtain the highest quality employment services available for the numerous citizens served. On the other hand, whereas the funding may all be Federal dollars, the sense of fiduciary responsibility weighs heavy; the funds are recognized as being public money and sacrosanct in order to remain true to our Maine values. This local, on the ground organization better serves regional businesses and citizenry as it participates in their work life and environment directly - CCWI "walks the mile in their shoes."

Stephen F. Gorden
Cumberland County Commissioner
CCWI Board of Directors

CASE STUDY:

Since graduating college in 2013 with a Bachelor's of Multiple Disciplinary Studies in Business, Communication, and Theater, Ben received most of his professional experience in management roles. After relocating to Maine, Ben joined a local brewer and quickly became the lead cellar man with over 3 years of experience in a manufacturing and production. Unsure of his future in the brewery business, Ben had heard about the TechHire Maine program through a Project>Login event. With no prior experience in IT, Ben was connected with a TechHire Program Navigator who helped with career exploration. Once accepted into the UNE Digital Science Academy, Ben took the Digital Essentials training course for IT and then the User Experience and User Interface (UX/UI) course. Ben found that this particular field within IT seemed to compliment his creativity as well as his problem solving skills. Upon completion, Ben soon got connected with TechHire employer partner WEX and has been accepted into a paid summer internship for UX Design beginning in May of 2018. This opportunity, has a strong potential for full time employment at the end of internship. Ben is very pleased with all that he has accomplished so far in his pursuit of an IT career path, with the support of TechHire Maine.



As a growing Maine employer, we are constantly looking for new and different avenues to recruit employees. Tyler has a strong history of promoting from within and giving our employees the tools and training they need to move from entry-level to a career in tech. Coastal Counties Workforce gets it. They, in conjunction with the TechHire initiative, have the foresight to understand that what Tyler does internally is possible to do externally, with the right training and support. Preparing Maine's existing workforce for jobs in technology is preparing Maine for the future.

Liz Rensenbrink
Human Resources Manager
Tyler Technologies

PRE-RELEASE EMPLOYMENT PROJECT (PREP)

In December of 2017, we closed our highly esteemed Pre-Release Employment Project (PREP) grant. In June of 2015, CCWI was selected by the U.S. Department of Labor (USDOL) as one of 20 communities in 14 states to receive much-needed funding for the PREP grant. More than 9 million people are released from the nation's more than 3,000 county and local jails every year, the U.S. Department of Justice reports. Many of these individuals have minimal job skills and face difficult barriers to stable employment. Without a strong support system or a steady job, many once-incarcerated people are likely to commit new crimes and return to jail; a cycle of recidivism that recurs across the country.

CCWI received this two-year, \$499,941 grant for the purpose of creating an American Job Center in the Cumberland County Jail. PREP staff were housed in the jail and in the Community Corrections Center for the purpose of providing workforce development and re-entry services to prisoners within 180 days of their scheduled release dates. Comprehensive services were provided to inmates before release and ongoing support is provided when their incarceration ends. Staff members diligently worked with participants to develop work-readiness skills and competencies in order to prepare them to obtain employment prior to, or immediately upon release.

Although the PREP grant was originally set to serve 100 transitioning offenders over a 24-month period, CCWI requested and received a modification that increased the total served to 125 over the course of two and a half years (30 months). The new ending date was December 31, 2017.

We are very pleased with the success of the project, as highlighted in the chart below:

PREP Grant Final Performance Measures

	Goal %	Actual %
Enrollment Rate: Number of clients served	100% (125 clients served)	97% (121 clients served)
Participation Rate: Monthly services provided to each client prior to release	90%	100%
Work-Readiness Rate: Represents an increase in work-readiness indicators from point of entry into program to exit.	80%	85%
Post-Release Enrollment Rate: Enrollment in post-release workforce programming	80%	100%
Placement Rate: Entrance into unsubsidized employment and/or post-secondary in 1st quarter after exit from jail	60%	50%
Recidivism Rate: The percentage of participants who had an arrest resulting in a new charge	22%	21%





2016 REVENUE & EXPENSE REPORT

CCWI Audited Financial Statement Year Ending June 30, 2017

REVENUES

Federal Funds	\$4,585,994
Other Funds	\$6,908
Total Revenues	\$4,592,902

EXPENSES

CCWI Expenses	
Payroll	\$457,001
Communication	\$8,898
Conferences & Meetings	\$19,628
Office Expenses	\$36,484
Supplies	\$3,813
Miscellaneous	\$2,514
Professional Services	\$52,150
	\$580,388
Program & Training Expenses	
Subcontractor	\$4,004,428
Total Expenses	\$4,584,816
Change in Net Assets	\$8,086

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 (2016). (See www.coastalcounties.org for more information.)

