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# 2012 Report of the Maine Apprenticeship Program

Maine Department of Labor

Maine Bureau of Employment Services

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**2012 Annual Report on**

# **Maine Apprenticeship Program**

**Submitted by  
Maine Department of Labor  
Bureau of Employment Services**

**March 1, 2013**

# **Maine Apprenticeship Program 2012 Annual Report**

For the Period January 1, 2012 – December 31, 2012

## **Prepared for:**

Governor Paul R. LePage

The Joint Standing Committee on Labor,  
Commerce, Research and Economic Development

The Joint Standing Committee on Education and  
Cultural Affairs

## **Submitted by:**

Maine Department of Labor  
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## 2012 Program Highlights

- At the close of 2012, the apprenticeship program had served **1,235** apprentices actively working on industry-recognized skill certifications.
- Apprentices who completed their programs during 2012 saw an average wage increase of **62 percent** from program start to program end.
- On average, the Maine Apprenticeship Program leveraged nearly **111** times its taxpayer investment.
- Women in Non-Traditional Occupations (*occupations in which women make up 25 percent or less of the workforce, such as building trades*) completed their apprenticeship programs at a wage **66 percent** higher than the average female completion wage rate.

## 2012 in Numbers

Total taxpayer dollars spent	\$400,005
Leverage dollars (wages/ taxes)**	\$43,225,000
Tuition & Training dollars leveraged	\$1,400,017.50
ROI dollars leveraged per General Fund dollar	\$111.56
Total served (new/active /completed/cancelled)	1,235
Total new apprentices registered	282
Total apprentices completing programs	175
Total apprentices cancelled prior to completion	132
Percentage of women in NTO occupations	4%
Average starting hourly wage rate	\$12.64
Average ending hourly wage rate at completion	\$20.16

\*\* ROI determination based on the NASTAD (National Association of State and Territorial Apprenticeship Directors) approved formula currently used by 25 state funded apprenticeship programs.

## 2012 Demographics

TOTAL	MALE	FEMALE	FEMALE-NTO	MINORITY	VETERAN
1,235	929	306	51	62	141

## About Apprenticeship

The Maine Apprenticeship Program is a formal, employer-provided, nationally recognized, workforce training program for employees that requires employees to learn specific skills both on-the-job and through formal courses in theory and academics. The program has worked collaboratively with employer / sponsors since 1941 and has maintained sponsors for the duration, including Bath Iron Works.

Apprenticeship can be sponsored by an individual employer, a group of employers such as a trade association, or by a trade union through a joint apprenticeship training committee that is comprised of union and management members engaged in bargaining agreements.

Apprentices can be new-hires or incumbent workers seeking to advance their skills. Statute requires that apprentices be at least 16 years old (*18 years old for certain occupations*) and have attained a high school diploma or equivalent. Apprentices must be capable of learning all aspects of the occupation and of successfully completing college-level courses.

It can take from one to five years for an apprentice to become proficient in a particular occupation. Apprentices enter into a formal agreement with their sponsor, who agrees to provide the apprentice with an incremental wage schedule in return for skill proficiency attainment throughout the duration of their program.

As part of a national program, Maine apprentices earn a nationally recognized skill certificate upon successful completion. In Maine, apprentices also have the opportunity to earn an associate's degree in their trade skill area, through a partnership with the Maine Community College System. The Trades and Technology Occupations degree (TTO) allows apprentices who matriculate to complete a two-year degree over a four- to five-year period. In addition, apprentices can earn up to 24 college credits for successful completion of their on-the-job skill program (at 6 credits per year for up to four years).

Apprenticeship is an "earn while you learn" program. Apprentices work full-time and attend courses part-time. Individuals who complete a college degree while apprenticing not only benefit from significant savings in college costs (the program pays 50 percent of the cost of tuition and most employers pay the remainder or a portion of the remainder) but also complete their degrees at the top of the wage scale for their occupation.

### Benefits for Employer/Sponsors

Maine employer/sponsors can increase their competitive edge by ensuring their employees hold the highest, nationally-recognized, industry skill credentials. The Maine apprenticeship program provides technical assistance to employer/sponsors in program development and/or customization of skill standards as well as cost assistance on-site instructor training in such areas as adult learning and train-the-trainer skills or new skill certifications required for new processes. In addition, apprenticeship provides industry sponsors with a voice in the workforce education and training system and links them to other workforce assistance programs and resources.

Sponsors benefit because apprenticeship:

- Provides a formal, affordable, industry-endorsed, skill development model.
- Attracts self-directed individuals, interested in attaining the skills your company requires.
- Requires a formal commitment from the apprentice improving employee retention.

- Assures your customers that services and products are provided by industry experts deemed proficient via national certification and credentialing processes.
- Improves worker productivity, quality and safety.
- Allows sponsors to pay wages commensurate with ability and increases competitiveness in the bidding arena for federally funded contract work.
- Equips journey worker experts with guides and methods to impart skills to new and advancing members of their workforce.
- Links companies to additional workforce development programs and resources and provides a venue for them to voice their workforce needs to a broad stakeholder system.

It is easy for an employer to become a registered sponsor of apprenticeship. The first step is for the employer to review a set of occupational skill standards to identify whether an existing program will meet their needs. The sponsor must then decide upon an incremental wage schedule and the type and level of related instruction they will require for their apprentices. There are existing templates for up to 1,000 occupations. The sponsor must define how they will recruit and select new apprentices and must commit to providing a safe work environment and appropriate supervision and training during the on-the-job learning component. Once these decisions are made, they are put before the Maine Apprenticeship Council, which reviews and approves the new sponsor and its occupational program. In most cases, the process is completed in two days or less.

## **Benefits for Apprentices**

The key benefit to apprenticeship is that it is an earn-while-you-learn skill-training program allowing the apprentice to attain an advanced skill level while at work. In addition, apprentices:

- Achieve a portable, nationally-recognized skill credential.
- Can earn an associate's degree at a fraction of the cost.
- Earn incremental wage increases commensurate with skill attainment.
- Are exposed to both formal theoretical knowledge and technical hands-on experience using state-of-the-art equipment and tools and partaking in work processes not ordinarily available through traditional educational pathways.

## **Benefits to Maine**

- Strengthens local economies by developing highly trained and educated workers.
- Is demand-driven, eliminating mismatch between skills taught and skills employers need.
- Provides a customized, long-term solution to filling skills gaps facing industries as workers retire.
- Offers an affordable talent development approach for the workforce system that results in required outcomes.

## Student Pre-apprenticeship

Maine has a formal student pre-apprenticeship program for high school juniors and seniors. The program provides a pathway to registered apprenticeship and students can carry in up to 1,000 hours of on-the-job learning credit upon entry into adult apprenticeship once they graduate from high school.

Pre-apprenticeship is full-time high school and part-time employment. Pre-apprenticeship provides students with the opportunity to understand the practical application of subjects they are learning in school and offers them a hands-on opportunity to try out a career.

## 2012 – Year in Review

During calendar year 2012, total expenditures of \$400,005 leveraged 111 times that amount in apprentice wages, state income tax payments, matching tuition funds and federal training dollars. The return per each General Fund dollar was \$111.56. Sixty-two percent of program funds were spent on training cost reimbursements to apprentices and sponsors, the remainder was used for personnel and overhead.

The number of active sponsors decreased overall, ranging from between 128 to 168 throughout the year, with some sponsors going dormant as apprentices completed programs and others re-activating with the hire and registration of new apprentices.

### **New sponsors and new programs approved:**

- Pratt & Whitney - Manufacturing Technician / Machinist
- Maine General Medical Center - Critical Care Nurse and Float Nurse
- E.J. Prescott - Waterworks Technician
- Irving Woodlands – Mechanical Harvester Operator

### **Three smaller companies expected to launch programs early in 2013**

- Wescott Electric – Electrician
- Blaiklock Carpentry – Carpenter
- Saco River Dye House – Dyemaster

On the administrative end of the program, revised statute Title 26, Chapter 37: Registered Apprenticeship sections 3201 through 3212 replaced former statute, as required by changes in federal apprenticeship law 29 CFR 29.

Because of the expanded emphasis on apprenticeship as a training pathway within the workforce investment system five-year strategic plan, one additional staff member was hired to accommodate future need.

Collaboration and alignment with other workforce stakeholders and programs continued during 2012. In conjunction with the Maine Manufacturing Extension Partnership a program was launched providing pre-training to new apprentices for Pathways Wahlco a metal fabrication company located in Lewiston who registered two new apprentices.

For the first time, participants eligible for training support from the Competitive Skills Scholarship Program were recruited to enter apprenticeship as machinists for Mid State Machine in Waterville. Recruitment services were provided by the Maine Job Bank and the Augusta CareerCenter, and all new apprentices were entered into an intensive seven-month training program customized and delivered by Kennebec Valley Community College on the company site.

## Maine Apprenticeship Council

Twelve voting members of the Maine Apprenticeship Council are appointed by the Governor, four additional non-voting members are appointed by commissioners of their respective agencies. The council is required by both federal and state apprenticeship statute. The council meets on a quarterly basis and acts to advise the Maine Department of Labor on the approval of programs, sponsors and apprenticeship policy, rules and regulations.

The council meets on a quarterly basis, or as required for the purpose of reviewing and approving programs or addressing issues. The council also serves to advise the State Workforce Investment Board on matters pertaining to apprenticeship. The primary objective of the council is to ensure that: programs fall within the parameters of Apprenticeable Occupations; program standards meet or exceed statutory requirements; program sponsors provide for the adequate and safe training of apprentices and sponsors offer equal access to apprenticeship programs.

**The Maine Apprenticeship Program would like to acknowledge and thank current and past members for their dedicated service to the program:**

Peaches Bass

Don Berry (Chair)

John Bolduc

Bob Bourgault

Phil Dionne (Co-Chair)

Bill Getz

Dana Goldsmith

Dann Hayden

Lib Jamison

Shawn Lagasse

Jennifer McKenna

Trisha Moser

Liz Ray

Susan Swanton

Chris Trider

## Looking Forward – Goals for 2013

Despite continued set-backs related to the economic downturn the program has become an even more important feature of workforce development for the state going forward. The program is strongly emphasized as a significant talent development pathway in Maine's five-year strategic workforce development plan. Apprenticeship is featured throughout the state plan as a tool to address current skill gaps and projected gaps facing Maine industry members dealing with an impending retirement cliff.

Apprenticeship is one of the only remaining state-funded, industry-led, incumbent-worker training programs and one that can be aligned with other federal and state workforce development programs from which financial resources can be leveraged to help with the costs of both on-the-job training and related instruction courses for apprentices recruited from eligible participant pools. Program integration



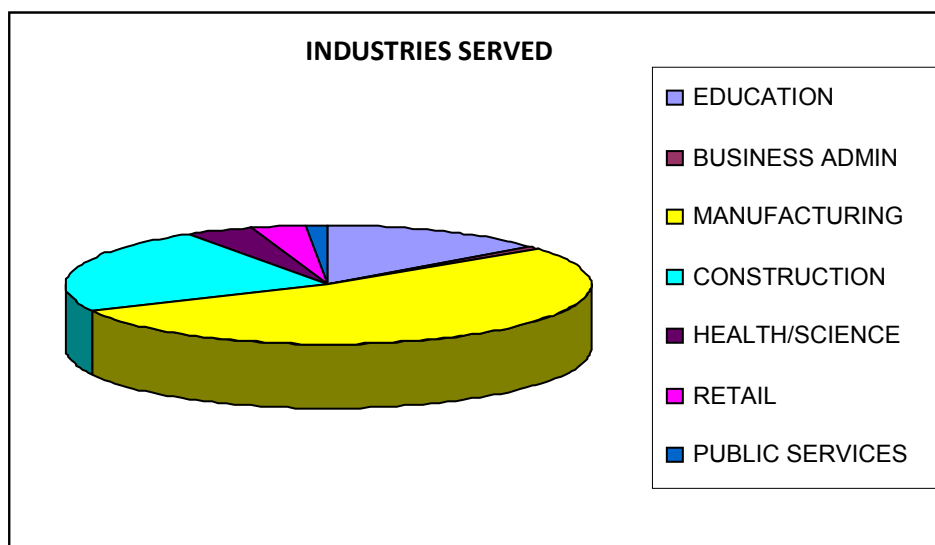
and resource alignment is a key theme in the state plan and, as such, it is intended that apprenticeship will be integrated with numerous other workforce investment programs to support long-term skill development.

To achieve the objectives outlined in the state plan apprenticeship will formulate a detailed work plan specifically focused on promoting apprenticeship as a key talent-development tool. The work of the plan will effect an increase in the number of employer/sponsors and improve access to the program for women, minorities, veterans and individuals with disabilities.

Staff will work with council members to develop and launch a new communications and engagement initiative that will utilize social media tools and result in a redesign of the website. The refreshed site will feature best practices of current sponsors and apprentices and access to new informational brochures and guides including a "Sponsor Guide."

Pending the increase in sponsorship of the program, staff will develop and launch a comprehensive outreach campaign that will explore formal pathways to apprenticeship for the best and brightest high school juniors and seniors and for adults transitioning into the workplace from long-term unemployment. The pre-apprenticeship strategy will inform education and workforce partners of the value of apprenticeship as a road to high-skill, high-wage careers.

## Industries Served



## Active Programs

### Administrative / Business

Administrative Assistant  
Business Manager  
Crew Manager  
Office Manager  
Retail Manager

### Construction Trades

Architectural Drafter  
Carpenter  
Concrete Layer  
Construction Craft  
Laborer  
Crane Electrician  
Electrician  
Heavy Equipment  
Mechanic  
Heavy Equipment  
Operator  
HVAC Technician  
Inside Wireman  
Lineworker  
Maintenance Carpenter  
Millwright  
Outside Wireman  
Painter Blaster  
Plumber  
Pipefitter  
Rigger  
Telecommunications  
Technician  
Weatherization  
Technician  
Welder

### Education

Child Care Development  
Specialist  
Education Technician I, II,  
III, IV  
Head Start Teacher I, II,  
III, IV  
Home Start Coordinator  
Special Education  
Technician

### Health / Social Services

Critical Care Nurse  
Embalmer  
Float Nurse  
Funeral Director  
Funeral Practitioner  
Human Services Assistant  
Medical CSR  
Pharmacy Technician  
Veterinary Technician

### Retail Services

Automobile Mechanic  
Auto Body Repair  
Technician  
Auto Service Mechanic  
Building Maintenance  
Technician  
Chef (Hotel & Restaurant)  
Cook (Hotel & Restaurant)  
Maintenance Technician  
Marine Electrician  
Marine Engine Technician  
Marine Trades Person

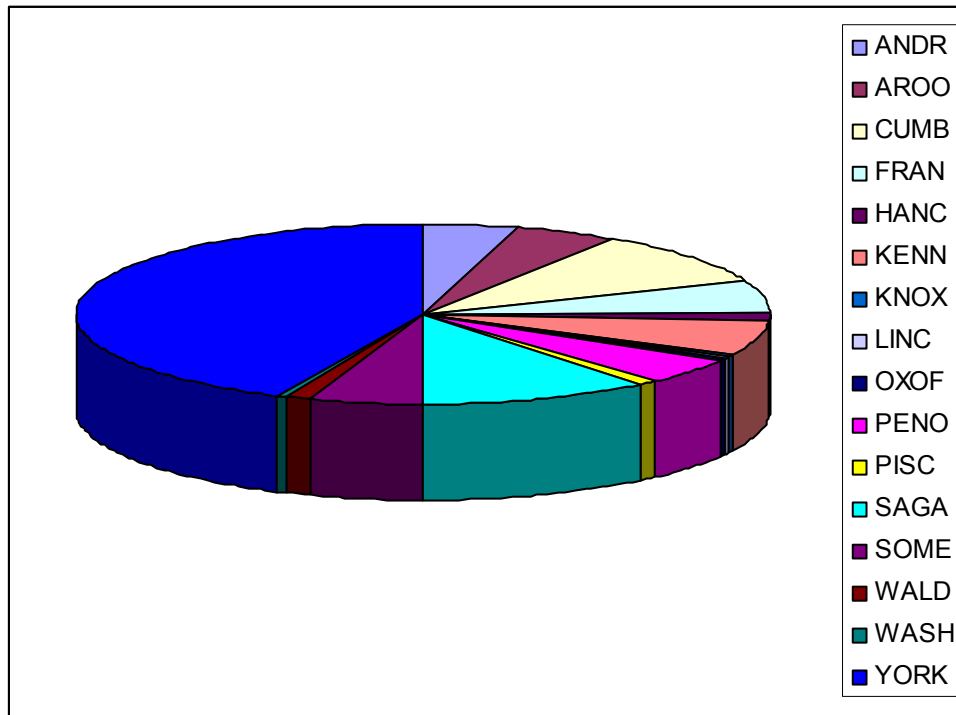
### Manufacturing

Cabinetmaker  
Boiler Operator  
Cabinet Maker  
Composite Technician  
CNC Operator  
Electrical Designer  
Fabric Worker  
Hull Outfit Designer  
HVAC Designer  
Insulator  
Laminator  
Machinist  
Manufacturing Lab  
Technician  
Marine Electrician  
Marine Joiner  
Materials Engineer  
Non-Destructive Test  
Technician  
Offset Press Operator  
Outside Machinist  
Plastic Fabricator  
Production Laborer  
Sheet Metal Fabricator  
Shipfitter  
Shipwright  
Structural Designer  
Structural Fitter  
Tinsmith  
Waterworks Technician  
Welder Fitter

### Public Services

Fire Fighter  
Police Officer

## 2012 Geographic Breakdown by County



Note: York County includes Portsmouth Naval Shipyard in Kittery

## Active Sponsors 2012

SPONSOR	LOCATION
ANDROSCOGGIN HEAD START	LEWISTON
ADVANCED RESOURCE CONSTRUCTION (ARC)	KINGFIELD
AROOSTOOK COUNCIL HEALTHY FAMILIES	HOULTON
AROOSTOOK COUNTY ACTION PROGRAM (ACAP)	PRESQUE ISLE
ASHLAND BULDING SUPPLY	ASHLAND
ATLANTIC COMFORT SYSTEMS	BIDDEFORD
ATWOOD & SON ELECTRIC	FAIRFIELD
A.T. HUTCHINS FUNERAL HOME	PORTLAND
AUGUSTA SCHOOL DEPT	AUGUSTA
AUTOTRONICS	MADAWASKA
AUTUMN GREEN	ALFRED
BATH IRON WORKS	BATH
BANGOR, CITY OF	BANGOR

B. H. MILLIKEN, INC.	PORTLAND
BATH BRUNSWICK CHLD CARE SERVICES	BATH/BRUNSWICK
BATH BRUNSWICK VETERINARY ASSOCIATES	BATH/BRUNSWICK
BIOSAFE ENVIRONMENTAL	WESTBROOK
BLACK FUNERAL HOME	SPRINGVALE
BLAIS & HAY FUNERAL HOME	WESTBROOK
BOSTON OCULAR	BROOKS
BOULOS COMPANY, E.S.	WESTBROOK
BRAGDON-KELLEY FUNERAL HOME	ELLSWORTH
BROOKINGS & SMITH FUNERAL HOME	BANGOR
CHILDHOOD HOURS	BIDDEFORD
CIANBRO CORP	PITTSFIELD
CIRCLE OF LEARNING	PRESQUE ISLE
CLEWLEY FOUNDATIONS, INC.	BANGOR
CMP HOLDINGS AKA VERSO PAPER	JAY
COCA COLA BOTTLING CO	BANGOR
COLLINS CO INC, S.W.	CARIBOU
COMPASSINATE CARE VETERINARIAN	WINDHAM
CRABIAL RIPOSTA FUNERAL HM	BELFAST
CUMBERLAND ANIMAL CLINIC	CUMBERLAND CTR
DAY & ZIMMERMAN GROUP	PORTLAND
DISTRICT COUNCIL OF LABORERS	HOPKINTON, MA
DOLBY FUNERAL CHAPEL	SO. WINDHAM
DOODY'S ELECTRICAL, INC.	RANDOLPH
DORR'S EQUIPMENT	BANGOR
DOWNEAST TOYOTA	BREWER
DUNCAN GRAVES FUNERAL HOME	PRESQUE ISLE
DUNN FUNERAL HM	HOULTON
EASTERN ELECTRIC CORP	PORTLAND
ECS LLC -EASTERN FIRE PROTECTN	AUBURN
E J PRESCOTT	GARDINER
ELECTRICAL MAINTENANCE & INSTALLATION	SCARBOROUGH
ELMET TECHNOLOGIES	LEWISTON
FAMILY FOCUS	BATH
FASTCO FABRICATION	LINCOLN
FINISHING TRADES INSTITUTE	MASS

FIRST NATIONAL BANK DAMARISCOTTA	DAMARISCOTTA
FRYBURG VETERINARY HOSPITAL	FRYBURG
FUNERAL ALTERNATIVES	LEWISTON
G & D ELECTRIC	AUBURN
GOODWILL HINCKLEY	HINCKLEY
GRIFFIN ELECTRIC	HOLLISTON, MA
HALL FUNERAL HOME	WALDOBORO
HAMLIN INC. PROCESS PIPING	SCARBOROUGH
HARBOR TECHNOLOGIES	BRUNSWICK
HAYMAN, J.T.	NO. WINDHAM
HILLSIDE ELECTRIC	BUCKSPORT
HODGDON SHIP BUILDING	EAST BOOTHBAY
HOLDEN CABINET & MILL WORK	EAST HOLDEN
HONEYWELL INTERNATIONAL	PORTLAND
HOPE MEMORIAL CHAPEL	BIDDEFORD
HOWARD TOOL, INC	BANGOR
IBEW LOCAL 1253	FAIRFIELD
IBEW 567	LEWISTON
IDEAL ELECTRIC	WINSLOW
INTEGRITY ELECTRICAL INSTALLATION & SERVICE	FARMINGTON
INTERNATIONAL ELEVATOR CONSTRUCTORS	MASS
IRVING WOODLANDS, LLC	FORT KENT
JEFF'S MARINE, INC	THOMASTON
JERRY'S PLUMBING & HEATING	BIDDEFORD
JOHNSON CONTROLS INC	FALMOUTH
JOHNSON FUNERAL HOME	NORTH BERWICK
JOHNSON & JORDAN, INC	SCARBOROUGH
JONES, RICH & HUTCHINS	SCARBOROUGH
KAPLAN ELCTRICAL	WINTHROP
KATAHDIN VALLEY HEALTH CENTER	PATTEN
KEITH KENDALL ELECTRIC	GUILFORD
KENNEBEC TECHNOLOGIES	AUGUSTA
KENNEBEC VALLEY COMMUNITY ACTION (KVCAP)	WATERVILLE
KENNEBUNK VETERINARY ASSOCIATES	KENNEBUNK
KENWAY CORP	AUGUSTA
KINETIC SYSTEMS INC.	SCARBOROUGH

KNIGHT MARINE SERVICE	ROCKLAND
KNOWLTON & HEWINS FUNERAL HOME	AUGUSTA
LANGFORD & LOW, INC	PORTLAND
LARKIN ENTERPRISES	LINCOLN
LARY FUNERAL HOME	DOVER-FOXCROFT
LEGENDRE ELECTRIC	SACO
LOGAN ELECTRICAL	PORTER
LOUISIANA PACIFIC CORP	HOULTON
MADAWASKA SCHOOL DEPT	MADAWASKA
MAINE COURSE AKA MUDDY RUDDER	BREWER
MAINE ELECTRICAL POWER SYSTEMS	TOPSHAM
MAINE GENERAL MEDICAL CENTER	AUGUSTA
M AINE MACHINE PRODUCTS	SO. PARIS
MANCINI ELECTRIC	PORTLAND
MARQUIS & SON ELECTRIC1	MID
MCGUIRE ELECTRIC	DEDHAM
MCINTIRE-MCCOOEY FUNERAL HOME	SOUTH BERWICK
M & R ELECTRIC	PORTLAND
MSAD 14	DANFORTH
MSAD 27	FORT KENT
MSAD 33	FRENCHVILLE
MSAD 41	LAGRANGE
MSAD 49	FAIRFIELD
MSAD 59	MADISON
MSAD 70	HODGDON
METCALF ELECTRIC	POWNEE
MIDCOAST MAINE COMMUNITY ACTION (MMCAP)	BATH
MID STATE MACHINE	WINSLOW
MILLENNIUM POWER SERVICES	FAIRFIELD
MLC ELECTRIC	NEW GLOUCESTER
MOODY'S COLLISION CENTERS	GORHAM
MORRIS YACHTS	BASS HARBOR
MORRISON CHEVROLET	ELLSWORTH
MO'S ELECTRIC	LOVELL
NORM'S ELECTRIC	ARUNDEL

NORTHERN ELECTRIC, INC	ASHLAND
NORTHERN NEW ENGLND CARPENTERS	AUGUSTA & MA
NORTH WOODS ELECTRIC	WATERBORO
O'CONNER ELECTRIC	MADAWASKA
PAINTERS & ALLIED TRADES	ROSLINDALE, MA
PANOLAM INDUSTRIES INTERNATIONAL	AUBURN
PATE & PATE REALTY	SACO
PATHWAYS WAHLCO	LEWISTON
PATS AUTOMOTIVE CENTER	CARIBOU
P D INDUSTRIES INC.	BANGOR
PERFORMANCE PLUMBING & HEATING	YORK
PLUMBERS PIPEFITTERS UA-716	AUGUSTA
P M ELECTRIC	LEWISTON
PORTLAND VETERINARY SPECIALISTS	PORTLAND
PORTLAND YACHT SERVICES	PORTLAND
PORTSMOUTH NAVAL SHIPYARD	KITTERY
PRATT & WHITNEY	NORTH BERWICK
QUIRK AUTO PARK	BANGOR
REITZ ELECTRIC	AUGUSTA
RITE AID OF MAINE	BELFAST/BIDDEFORD
RIVERVIEW HOMES, INC	FORT KENT
ROB SHAW ELECTRIC	NO BERWICK
ROWES GARAGE AND AUTO SALES	CORINTH
R T H MECHANICAL DRAFTERS	BRENTWOOD, NH
SANDERSON ELECTRIC	GORHAM
SCARBOROUGH POLICE DEPT	SCARBOROUGH
SEABEE ELECTRIC, INC	SCARBOROUGH
SHAMROCK LEASING, LLC	PORTAGE
SHEET METAL WORKERS LOCAL 17	LEWISTON
SHOREY NICHOLS FUNERAL HOME	PITTSFIELD
SIEMENS	PORTLAND
SMART & EDWARDS FUNERAL HOME	SKOWHEGAN
SNAP ELECTRIC	PERU
SOUTHERN AROOSTOOK CSD	DYER BROOK
SOUTHERN KENNEBEC CHILD DEVELOPMENT CTR	AUGUSTA
SPRUCE RUN ASSOCIATES	BANGOR

SULLIVAN & MERRITT	BANGOR/SCARBOROUGH
SUSAN E SEWALL DAY CARE	HOULTON
SVI INC.	CAPE ELIZABETH
SWISSLOG USA INC	FALMOUTH
TALBOT, R.J.	PORTLAND
TAYLOR ELECTRIC	CUMBERLAND
THERMO DYNAMICS, INC	ELIOT
THOMAS MOSER CABINETMAKER	AUBURN
THOMPSON FUNERAL HOME	CORINTH
TWITCHELL ELECTRIC	SO. PORTLAND
UMAINE ORONO	ORONO
UNITED ELECTRICAL SYSTEMS	HERMON
UNITED TECHNOLOGIES CORP	WESTBROOK
VEAZIE, TOWN OF (FIRE DEPT)	VEAZIE
VEAZIE VETERINARY CLINIC	VEAZIE
WALDO COUNTY COMMUNITY ACTION PROGRAM	BELFAST
WAUGH'S MOUNTAIN VIEW ELECTRIC	ROXBURY
WELCH ELECTRIC	FALMOUTH
WESTON CHANDLER FUNERAL HOME	SOUTH PARIS
WHITING ELECTRICAL SERVICE	STRATTON
WIRED ELECTRICAL SERVICES	HOLDEN
WIRE NUTS	HARPSWELL
WOODHEAD ELECTRIC	AUBURN
YORK COUNTY COMMUNITY ACTION PROGRAM	SANFORD

## Collaborate for Success

Collaborate for Success: Partnering with Registered Apprenticeship will continue to be the guiding theme for 2013. New internal workforce partners and expanded community and strategic industry partnerships will position the program for growth. New opportunities for program alignment will leverage additional resources and result in shared metrics of success and accountability. New and existing employer sponsors will continue to realize a tangible return on investment and sustain and grow the skills of their workforce. Apprenticeship will become recognized once again as an alternate college pathway for Maine's high school juniors and seniors. Finally, other state agencies will work in partnership with apprenticeship to improve access to employment and training for specific populations traditionally viewed as underserved.