

Activities Report
under the

**Workforce Investment Act
Title 26 MRSA Section 3101**

July 1, 2006 to June 30, 2007

Presented to the
Joint Standing Committee on Labor

MAINE
DEPARTMENT OF
LABOR

CareerCenter
The Maine Employment Resource

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INTRODUCTION

This is the annual report of activities under the Workforce Investment Act (WIA) as required by 26 MRSA §3101.

Annual expenditures and activities occur within a Program Year (PY), from July 1 to June 30. The time frame for this report - July 1, 2006 through June 30, 2007 - corresponds to state Fiscal Year 2007.

WIA funding allocations are highlighted in the Budget section of this report. WIA has three funding streams: Adult, Dislocated Worker, and Youth. Funds for these programs are appropriated by Congress and are allocated annually by law and by formula to states. The Maine Department of Labor, Bureau of Employment Services (BES), receives the allocation that is then distributed to Maine's four local areas and six service providers by the same formula that is used for the state allocations. Illustrated in this report are the WIA Adult and Dislocated Worker funding streams. The allocation for Youth is excluded from the statute governing this report.

The addition of General Funds as a source of investment in worker training is included to provide a more comprehensive picture of resources used to fund occupational skills training. The General Funds allocated to the CareerCenters are intended to be used to augment or add to the total available for occupational skills training. While the appropriation authorizes funds to be targeted to CareerCenter infrastructure and staff costs, the expressed priority is that they be used to fund occupational skill training.

I. **Summary of Workforce Funding and Service Outcomes**

There are numerous federal, state, and local programs which operate in CareerCenters and contribute to serving the needs of job seekers and employers. The contribution of WIA funds to the actual training of numbers of individuals is relatively small. However, the use of WIA funds to leverage other resources is a large contribution to the workforce investment effort. WIA funds are spent on the infrastructure of the CareerCenter system to integrate many other resources designed to find employment for those who seek it.

CareerCenter Performance Highlights:

- CareerCenter services are geared toward assisting businesses with hiring qualified workers by offering employers recruitment, screening, job matching assistance and workforce training.
- The Department of Labor sees an average of **59,000** people a year who are looking for work.

- Employers list approximately **18,500** job openings each year.
- We refer an average of **15,000** people to the job openings posted with the CareerCenters and approximately **65%** of those are placed.
- Workforce Investment Act training programs target primarily low-skilled, low-wage workers. Services are designed to provide:
 - intensive counseling and career development
 - basic skills (math, computer, etc.)
 - literacy (reading and writing)
 - occupational skills training (welders, accountants, radiologists, etc).
- With limited training dollars we were able to serve about **850** adults, **1,200** unemployed workers and **1,000** youth.
 - Approximately **70%** found jobs
 - **88%** of the adults served were still working more than 6 months after placement
 - Approximately **70%** of the youth served were still working 6 months after placement.
- Training services focus on providing a skill based credential such as a diploma or equivalency, certificate or degree.
 - **55%** of the adults served received a credential
 - **49%** of the youth served received a credential
- We measure skill attainment for youth when they successfully complete a goal such as improving basic skills (reading and math), work readiness skills (resume', interviewing, time management, budgeting, etc, and/or occupational skills (medical assistant, welder, accountant).
 - In 2004, **98%** of the youth served successfully completed some type of skill goal.

Specific Program Highlights:

1) Trade Adjustment Assistance

Compared to the previous year, the number of individuals trained and the number of companies who benefited was up considerably, due to Trade Adjustment Act funds that were used to fund training expenses for **697** workers and exited **809** workers. Overall, the Trade Adjustment Act program provided reemployment services to **2,231** individuals.

TAA program outcomes for PY 2006:

- **Entered Employment Rate:** 72.5%
- **Retention Rate:** 90.4%
- **Average Earnings:** 12,961%

The following summary of other federal and state programs and outcomes for PY 2006 illustrates the extent to which WIA funds help to leverage resources and contribute to workforce development:

2) National Emergency Grants

In PY 06, The Bureau of Employment Services and Local Workforce Boards responded to significant downsizing and closure events in by applying for and administering National Emergency Grants (NEGs). We applied for and received three new NEG awards during the period July 1, 2006 through June 30, 2007.

New NEG awarded in PY06: Georgia Pacific	\$ 716,388
New NEG awarded in PY06: Moosehead	\$ 395,678
New NEG awarded in PY06: Sensata	<u>\$ 779,362</u>
Total New NEG awards for PY06:	\$1,891,428

In addition, the Bureau of Employment Services and Local Workforce Boards continued activities to assist workers who were affected by downsizing and closures through NEG funded projects awarded in prior years:

Bath Iron Works
Jordan-Sanmina
Fish VI
BRAC Planning Grant

Through PY 2006, a total of **602** workers received work search assistance and training in these NEG projects, with a **92.8%** entered employment rate.

3) Governor's Training Initiative Activity:

- Number of companies assisted: **43 (unduplicated)**
- Number of new hires trained: **480**
- Number of incumbent workers trained: **1,691**
- Number of Maine workers impacted by GTI: **2,171**
- GTI investment in Maine workers: **\$1,253,021**
- Total private sector match: **\$4,449,320**
- Total investment in Maine workforce: **\$5,703,364**

4) Highlights of the program activities report on Page 6:

- Average wages at exit for core/intensive and training services represent what customers reported to their case managers when they left the program.
- The most accurate barometer of wage earnings comes from six-month follow-up data obtained from the Bureau of Unemployment Compensation's wage data system. For those in the adult program, the statewide activities report on Page 7 shows that, on average, adults are earning **\$9,446** for the six-month period after exiting the program. Computer programmers at the Maine Department of Labor (MDOL) use a formula that translates this figure to a statewide adult average hourly wage of **\$9.08**. This is only an estimate, though, since the wage data system includes only summary wages reported by employers. The wage database does not report wages by the hour, but rather the earnings reported in the aggregate for each worker. The most accurate figure is the **\$9,446** that compares post-program and pre-program average earnings. These figures will fluctuate through December 31, 2007, because of the six-month follow-up time frame for people exiting the program during June, 2007.
- As with the adult program, the most accurate barometer of wage earnings comes from six-month follow-up data obtained from the wage data system. For those in the dislocated worker program, the statewide activities report shows that, on average, dislocated workers are earning **\$12,473** for the six-month period after exiting the program. Computer programmers at the Maine Department of Labor (MDOL) use the same formula as with adults to translate this figure to a statewide dislocated worker average hourly wage of **\$11.99**. The same time frame principle applies to dislocated workers. Numbers will be final at the end of 2007.
- The three primary vehicles for obtaining marketable occupational skills are classroom instruction, on-the-job training and customized occupational training (please see the Glossary for specific definitions), with the latter two being employer based. No customized training occurred during the program year; therefore, the number of reported employer-based training (**56**) is On-the-Job training through specific employers.

5) Highlights of the program expenditure reports beginning on Page 6:

- Total expenditures include PY 2006 allocations plus carry over from PY 2005.
- Overall training expenditures equal the sum of training plus supportive services. To illustrate, the statewide summary report on Page 6 shows that, of total expenditures, \$764,295 was spent on occupational skills training and \$122,863 on supportive services. The specific grants break down as follows for Program Year 2006:

Grant	Total Available	Total Expenditures	Training and Supportive Service Expenditures	Percentage Expended on Training and Supportive Services
Adults	\$2,190,326	\$2,041,070	\$263,845	13%
Dislocated Workers	\$2,022,068	\$1,905,468	\$347,582	18%
10%	\$0	\$0	\$0	NA
General Fund	\$320,300	\$319,459	\$275,731	86%

Activities Report for the Workforce Investment Act of 1998

July 1, 2006 – June 30, 2007

Item	Statewide	ACAP	MDOL	MMCA	TDC	TRC	WMCA
Total Receiving Limited Assistance Universal Access Core Services	44,889	4,697	14,092	4,923	9,365	6,129	8,341
Adults and Dislocated Workers Receiving Assisted Core and Intensive Services	2,185	164	582	286	596	378	179
Adults and Dislocated Workers Exiting Assisted Core and Intensive Services	601	50	109	63	215	106	58
Wage Rates and Benefits Information at Exit							
Adults and Dislocated Workers Exiting to Part-time Employment	32	5	7	0	9	7	4
Adults and Dislocated Workers Exiting to Full-time Employment	470	41	73	43	198	74	41
Adults and Dislocated Workers Receiving Benefits	411	40	64	41	153	78	35
Adults and Dislocated Workers Receiving Health Insurance	353	36	47	36	142	60	32
Average Wage	\$12.97	\$10.14	\$9.79	\$15.05	\$14.43	\$13.83	\$11.74
Training							
Adults and Dislocated Workers Receiving Occupational Skills Training through Classroom Training Vouchers (Contracts or Individual Training Accounts), On-the-Job Training (OJT) or Customized Occupational Training (COT)	1,051	89	353	166	210	155	78
Type of Training Institution							
University	265	52	78	19	52	36	28
Technical College	567	92	319	40	61	44	11
Adult Education	377	9	107	72	40	110	39
Secondary School	11	1	2	1	1	3	3
Proprietary School	103	0	19	31	0	50	3
Employer Based	56	8	4	8	23	12	1
Other	371	33	89	34	163	24	28
Adults and Dislocated Workers Exiting from Occupational Skills Training	844	53	274	115	157	146	99
Wage Rates and Benefits at the time of exit from Occupational Training							
Exiting to Part-time Employment	66	4	22	4	20	6	10
Exiting to Full-time Employment	594	42	185	90	114	101	62
Average Wage at Exit	\$11.91	\$10.09	\$10.67	\$15.30	\$12.16	\$11.86	\$11.86
Number Receiving Benefits	54	37	166	89	89	103	59
Number Receiving Health Insurance	455	27	129	83	72	94	50
Number who became licensed or certified to perform a particular job or received academic degree or equivalent as result of participation in WIA	177	10	64	21	53	18	13
Supportive Services							
Clothing	36	0	11	5	20	0	0
Medical	23	1	9	6	7	0	0
Housing	7	0	1	1	4	1	0
Subsistence	0	0	0	0	0	0	0
Transportation	247	19	69	6	135	18	0
Family Care	15	0	7	0	6	1	1
Needs Related Payments	11	0	0	0	8	3	0
Other	43	3	3	6	29	2	0
Six-Month Follow-up							
Adult Average Earnings	\$9,446	\$10,726	\$9,733	\$10,693	\$8,257	\$7,177	\$9,874
Adult Average Wage	\$9.08	\$10.31	\$9.36	\$10.28	\$7.94	\$6.90	\$9.49
Dislocated Worker Wage Replacement Rate	\$12,473	\$11,286	\$12,475	\$11,662	\$12,220	\$13,573	\$12,727
Dislocated Worker Adult Average Wage	\$11.99	\$10.83	\$12.00	\$11.21	\$11.75	\$13.05	\$12.24

Statewide Aggregate		Quarter Ending: June 30, 2007		
	Adult	Dislocated Worker	CareerCenter Funds, Me GF	Total
Total One-Year Availability	2,190,326	2,022,068	320,300	4,532,694
Salaries and Benefits	1,123,389	978,681	30,036	2,132,106
Equipment/Maintenance	31,186	36,461	0	67,647
Supplies/Materials	16,832	13,895	0	30,727
Rent	226,132	201,491	676	428,298
Utilities	7,153	8,079	0	15,232
Telephone/Communication	67,647	53,298	0	120,944
Postage	2,567	1,755	0	4,352
Travel	16,568	13,277	716	30,561
Other, Miscellaneous	285,722	250,949	12,300	548,972
All Other Sub-total:	653,837	579,204	13,692	1,246,733
Training Account/Tuition	183,618	273,598	172,161	629,377
On-The-Job Training	27,993	22,040	83,307	133,340
Customized Training	1,477	101	0	1,578
Training Sub-total:	213,088	295,739	255,468	764,295
Clothing	0	0	0	0
Medical	1,481	693	0	2,174
Housing	570	726	550	1,846
Transportation	36,910	30,062	18,939	85,912
Child Care	1,849	12,369	474	14,692
Need Related Payments	0	0	0	0
All Other Support Services	9,947	7,993	300	18,240
Support Services Sub-total:	50,757	51,843	20,263	122,,863
Grand Totals:	2,041,070	1,905,468	319,459	4,265,997

**Local Area 1:
Aroostook County Action Program
Maine Department of Labor**

Quarter Ending: June 30, 2007

	Adult	Dislocated Worker	CareerCenter Funds, Me GF	Total
Total One-Year Availability	428,166	221,107	60,413	709,686
Salaries and Benefits	175,870	76,713	0	252,583
Equipment/Maintenance	4,499	959	0	5,458
Supplies/Materials	5,250	1,912	0	7,162
Rent	31,556	16,671	0	48,228
Utilities	1,917	1,009	0	2,926
Telephone/Communication	19,587	10,301	0	29,888
Postage	267	137	0	404
Travel	1,777	631	0	2,408
Other, Miscellaneous	25,090	13,631	0	38,721
All Other Sub-total:	89,943	45,250	0	135,193
Training Account/Tuition	50,170	56,623	54,254	161,047
On-The-Job Training	0	0	4,936	4,936
Customized Training	0	101	0	101
Training Sub-total:	50,170	56,724	59,190	166,084
Clothing	0	0	0	0
Medical	357	217	0	574
Housing	0	0	0	0
Transportation	22,122	13,507	1,224	36,853
Child Care	833	2,026		2,859
Need Related Payments	0	0	0	0
All Other Support Services	1,818	1,079	0	2,897
Support Services Sub-total:	25,130	16,830	1,224	43,183
Grand Totals:	341,113	195,517	60,414	597,044

**Local Area 2:
Training and Development Corp**

Quarter Ending: June 30, 2007

	Adult	Dislocated Worker	CareerCenter Funds, Me GF	Total
Total One-Year Availability	464,550	374,927	72,462	911,939
Salaries and Benefits	259,699	177,842	0	437,541
Equipment/Maintenance	2,989	2,086	0	5,075
Supplies/Materials	2,768	1,932	0	4,700
Rent	78,053	54,476	0	132,529
Utilities	221	155	0	376
Telephone/Communication	19,264	13,445	0	32,709
Postage	1,550	1,082	0	2,632
Travel	2, 879	2,009	0	4,888
Other, Miscellaneous	56,104	43,745	0	99,849
All Other Sub-total:	163,828	118,930	0	282,758
Training Account/Tuition	20,496	49,580	59,822	129,898
On-The-Job Training	9,742	11,882	0	21,624
Customized Training	0	0	0	0
Training Sub-total:	30,238	61,462	59,822	151,522
Clothing	0	0	0	0
Medical	825	476	0	1,301
Housing	570	726	550	1,846
Transportation	7,632	6,804	12,090	26,526
Child Care	636	7,772	0	8,408
Need Related Payments	0	0	0	0
All Other Support Services	1,122	915	0	2,037
Support Services Sub-total:	10,785	16,693	12,640	40,118
Grand Totals:	464,550	374,927	72,462	911,939

**Local Area 3:
Western Maine Community Action
Maine Department of Labor**

Quarter Ending: June 30, 2007

	Adult	Dislocated Worker	CareerCenter Funds, Me GF	Total
Total One-Year Availability	850,719	646,094	114,362	1,611,175
Salaries and Benefits	495,069	369,415	30,036	894,520
Equipment/Maintenance	20,003	16,972	0	36,975
Supplies/Materials	5,809	4,870	0	10,679
Rent	76,816	66,896	676	144,388
Utilities	2,019	1,505	0	3,524
Telephone/Communication	16,193	13,346	0	29,539
Postage	362	271	0	633
Travel	4,401	2,702	716	7,819
Other, Miscellaneous	143,710	97,290	12,300	253,300
All Other Sub-total:	269,313	203,852	13,692	486,857
Training Account/Tuition	34,623	33,514	58,085	126,222
On-The-Job Training	4,058	0	6,150	10,208
Customized Training	0	0	0	0
Training Sub-total:	38,681	33,514	64,235	136,430
Clothing	0	0	0	0
Medical	79	0	0	79
Housing	0	0	0	0
Transportation	5,959	6,952	5,626	18,538
Child Care	380	2,571	474	3,425
Need Related Payments	0	0	0	0
All Other Support Services	1,607	1,922	300	3,829
Support Services Sub-total:	8,026	11,445	6,400	25,871
Grand Totals:	811,089	618,226	114,363	1,543,678

Local Area 4: Maine Department of Labor Training Resource Center Coastal Economic Development Corp				
Quarter Ending: June 30, 2007				
	Adult	Dislocated Worker	CareerCenter Funds, Me GF	Total
Total One-Year Availability	446,891	779,939	73,063	1,299,893
Salaries and Benefits	192,751	354,711	0	547,462
Equipment/Maintenance	3,695	16,445	0	20,139
Supplies/Materials	3,005	5,182	0	8,187
Rent	39,706	63,448	0	103,154
Utilities	2,996	5,410	0	8,407
Telephone/Communication	12,602	16,206	0	28,809
Postage	418	265	0	684
Travel	7,511	7,935	0	15,445
Other, Miscellaneous	60,818	96,284	0	157,102
All Other Sub-total:	130,751	211,175	0	341,925
Training Account/Tuition	78,329	133,880	0	212,209
On-The-Job Training	14,193	10,158	72,220	96,571
Customized Training	1,477	0	0	1,477
Training Sub-total:	93,998	144,038	72,220	310,256
Clothing	0	0	0	0
Medical	220	0	0	220
Housing	0	0	0	0
Transportation	1,196	2,799	0	3,995
Child Care	0	0	0	0
Need Related Payments	0	0	0	0
All Other Support Services	5,400	4,077	0	9,477
Support Services Sub-total:	6,816	6,876	0	13,692
Grand Totals:	424,316	716,800	72,219	1,213,335

Training Providers
Statewide

July 1, 2006 - June 30, 2007

TRAINING PROVIDER	LOCATION	
ACAP	PRESQUE ISLE	ME
ADULT EDUCATION	AUGUSTA	ME
ADULT LEARNING CENTER	BANGOR	ME
Advance Driving School	Gray	ME
ALTERNATE ROUTE	ABBOT	ME
AMERICAN RED CROSS BLOOD SERVICE NE	PORTLAND	ME
AMETHYST TRAINING & CONSULTING INC	MANCHESTER	ME
ANDOVER COLLEGE	PORTLAND	ME
ARTHUR GARY REAL ESTATE	WESTBROOK	ME
ASK FOR HOMECARE	SOUTH THOMASTON	ME
AUBURN SCHOOL DEPT	AUBURN	ME
AUTOTRONICS	BANGOR	ME
AUTOTRONICS	FRENCHVILLE	ME
BANGOR SCHOOL DEPT	BANGOR	ME
BATH ADULT EDUCATION	BATH	ME
BEAL COLLEGE	BANGOR	ME
BIDDEFORD CITY HALL	BIDDEFORD	ME
BIDDEFORD POLICE DEPARTMENT	BIDDEFORD	ME
BIDDEFORD SCHOOL DEPARTMENT	BIDDEFORD	ME
BIRTHROOTS	PORTLAND	ME
BLENDED SOLUTIONS	PORTSMOUTH	NH
Boatwise Marine Training	So. Hampton	NH
BOOTHBAY REGION BOATYARD INC	SOUTHPORT	ME
BRAKE SERVICE & PARTS INC	BANGOR	ME
BUCKSPORT SCHOOL DEPT	BUCKSPORT	ME
Burgess Computers	Bath	ME
C S D 13	SUNSET	ME
C S D 4	E. SULLIVAN	ME
CALAIS SCHOOL DEPT	CALAIS	ME
CAMDEN, TOWN OF	CAMDEN	ME
CAPITOL COMPUTERS INC	AUGUSTA	ME
CAREERCENTER	AUGUSTA	ME
CAREERCENTER	BANGOR	ME
CAREERCENTER	PORTLAND	ME
CAREERCENTER	PRESQUE ISLE	ME
CAREERCENTER	SACO	ME
CAREERCENTER	SKOWHEGAN	ME
CARIBOU ADULT EDUCATION	CARIBOU	ME
CARLETON PROJECT	WASHBURN	ME
CASTINE STEAMBOAT COMPANY	BLUE HILL	ME
CDA YORK COUNTY	SANFORD	ME
CENTER FOR FURNITURE CRAFTSMANSHIP	ROCKPORT	ME

Center for Maritime Training	Buzzards Bay	MA
CENTRAL MAINE COMMUNITY COLLEGE	AUBURN	ME
CENTRAL MAINE HEALTHCARE CORP	LEWISTON	ME
CENTRAL MAINE MEDICAL CENTER	LEWISTON	ME
Child Care Connections	Portland	ME
CIANBRO FABRICATION & COATING CORP	PITTSFIELD	ME
COASTAL ENTERPRISES INC	WISCASSET	ME
COMFORT INN OF SOUTH PORTLAND	SOUTH PORTLAND	ME
CONSOLIDATED WAREHOUSE CO DIV	BANGOR	ME
COSMOTECH SCHOOL OF COSMETOLOGY	PORTLAND	ME
DAN OUELLETTE PLUMBING	POLAND	ME
DELTA CONSTRUCTION SERVICES	MILFORD	ME
DENTAL CAREERS INSTITUTE	PORTLAND	ME
EAGLE SECURITY SYSTEMS INC	BREWER	ME
EASTERN MAINE COMMUNITY COLLEGE	BANGOR	ME
ELLSWORTH SCHOOL DEPT	ELLSWORTH	ME
EMPLOYMENT SECURITY, BUREAU OF	LEWISTON	ME
EQUIPMENT DEPOT	BANGOR	ME
FORT KENT COMMUNITY HIGH SCHL ET	FORT KENT	ME
FOSTER'S REAL ESTATE	ELLSWORTH	ME
GARDINER PUBLIC SCHOOLS	GARDINER	ME
GENERAL STAFFING NETWORK	WINDHAM	ME
GOODWIN FARMS AND RENTALS	CHARLESTON	ME
GORHAM HIGH SCHOOL	GORHAM	ME
GRAY-NEW GLOUCESTER MIDDLE SCHOOL	GRAY	ME
GREATER PORTLAND DRIVING ACADEMY	PORTLAND	ME
GREENVILLE ADULT EDUCATION	GREENVILLE	ME
HANCOCK COUNTY TECHNICAL CENTER	ELLSWORTH	ME
HEALING SPIRITS	OLD TOWN	ME
HELPING HANDS	WINSLOW	ME
HOULTON ADULT EDUCATION	HOULTON	ME
HUSSON COLLEGE	BANGOR	ME
HUSSON COLLEGE	CARIBOU	ME
HUSSON COLLEGE	SOUTH PORTLAND	ME
INDEPENDENT DELIVERY SERVICES INC	WEST BALDWIN	ME
INTERCOAST INST	S PORTLAND	ME
KATAHDIN GATEWAY INSURANCE	MILLINOCKET	ME
KRHEC	EAST MILLINOCKET	ME
KVCC	FAIRFIELD	ME
LAWRENCE JR & SR HIGH SCHOOLS ET	FAIRFIELD	ME
LEWISTON SCHOOL DEPARTMENT	LEWISTON	ME
LEWISTON-AUBURN COLLEGE	LEWISTON	ME
LISBON SCHOOL DEPT	LISBON FALLS	ME
LUBEC, TOWN OF	LUBEC	ME
LYMAN MORSE BOATBUILDING CO INC.	THOMASTON	ME
MADAWASKA SCHOOL DEPARTMENT	MADAWASKA	ME
MADISON SCHOOLS	MADISON	ME

MAINE CRIMINAL JUSTICE ACADEMY	VASSALBORO	ME
MAINE MEDICAL CENTER	PORTLAND	ME
MAINE OIL DEALERS ASSOCIATION	BRUNSWICK	ME
MAINE PRECISION WELDING	SANFORD	ME
MAINE VOCATIONAL REGION 10	BRUNSWICK	ME
MARLENE'S INC	BANGOR	ME
MASSABESIC JR/SR HIGH SCHOOL ET A	WATERBORO	ME
Mavie's Uniforms Plus	Dover-Foxcroft	ME
MCCS-SYSTEM OFFICE	AUGUSTA	ME
MID COAST BOARD OF REALTORS	PALERMO	ME
MIDOCAST ADULT COMM	ROCKLAND	ME
MIDOCAST MAINE COMMUNITY ACTION	BATH	ME
MIDOCAST MAINE COMMUNITY ACTION	BELFAST	ME
MIDOCAST MAINE COMMUNITY ACTION	DAMARISCOTTA	ME
MIDOCAST MAINE COMMUNITY ACTION	NEWCASTLE	ME
MONSON ELEMENTARY SCHOOL	MONSON	ME
MSAD #68 DISTRICT OFFICE	DOVER-FOXCROFT	ME
MSAD 49	FAIRFIELD	ME
MSAD 9 ADULT & COMMUNITY ED	FARMINGTON	ME
NATIONAL ABLE NETWORK	BANGOR	ME
NEW ENGLAND SCHOOL OF METAL WORKS	AUBURN	ME
NEWFAB, INC.	AUBURN	ME
NOBLE JR/SR HIGH SCHOOLS ET AL	BERWICK	ME
NORTHEAST CAREER SCHOOLS	SOUTH PORTLAND	ME
Northeast Maritime Inst.	Fairhaven	MA
NORTHEAST TECHNICAL INSTITUTE	HERMON	ME
NORTHEAST TECHNICAL INSTITUTE	SCARBOROUGH	ME
NORTHERN MAINE COMMUNITY COLLEGE	PRESQUE ISLE	ME
NORWAY CAREERCENTER	NORWAY	ME
NOVEL ENGINEERING	CAMDEN	ME
NTI	SCARBOROUGH	ME
OHI	BANGOR	ME
OLD ORCHARD BEACH SCHOOL DEPARTMENT	OLD ORCHARD BEACH	ME
Old Town High School	Old Town	ME
PAE	PORTLAND	ME
PATTISON SIGN GROUP	EDMUNDSTON	NB
PENOBSCOT EYE CARE	BANGOR	ME
Penobscot Job Corps Academy	Bangor	ME
PIERRE'S SCHOOL OF COSMETOLOGY	PORTLAND	ME
PISCATAQUIS VALLEY ADULT ED	DOVER-FOXCROFT	ME
PORTLAND SCHOOL DEPT	PORTLAND	ME
PRO DRIVE	SCARBOROUGH	ME
PUBLIC SCHOOL	LUBEC	ME
REGION 8 COOP BOARD FOR VOC ED	ROCKLAND	ME
ROBINSON OIL CO INC, A E	DOVER FOXCROFT	ME
ROWELL'S GARAGE	DOVER FOXCROFT	ME
S A D 29	HOULTON	ME

S A D 46	DEXTER	ME
S A D 48	NEWPORT	ME
S A D 54	SKOWHEGAN	ME
S A D 59	MADISON	ME
Saco River Health Services	Waterboro	ME
SAD 17	OXFORD	ME
SANFORD COMMUNITY ADULT ED	SPRINGVALE	ME
SCHOOL OF APPLIED TECHNOLOGY	MEXICO	ME
SCHOOL OF HAIR DESIGN INC	PORTLAND	ME
SEACOAST CAREER SCHOOLS	SANFORD	ME
SKOWHEGAN DRIVING SCHOOL INC	SKOWHEGAN	ME
SOUTHERN MAINE COMMUNITY COLLEGE	SO PORTLAND	ME
SOUTHERN NEW HAMPSHIRE UNIVERSITY	BRUNSWICK	ME
SPECTRUM PRINTING & GRAPHICS INC	Portland	ME
ST JOSEPHS COLLEGE	STANDISH	ME
STEINERT COMPANY	WINDHAM	ME
STRIPES PAVEMENT MARKINGS	WESTBROOK	ME
Sumner Adult Education	Sullivan	ME
Superintendent's Office	OLD TOWN	ME
T E M	BUXTON	ME
TEDS ELECTRIC	HANCOCK	ME
TELSTAR REGIONAL MIDDLE/HIGH SCHOOL	BETHEL	ME
THERMOFORMED PLASTICS OF NEW ENGLAN	BIDDEFORD	ME
THOMAS COLLEGE	WATERVILLE	ME
TOPSHAM SCHOOLS	TOPSHAM	ME
TRAINING & DEVELOPMENT CORPORATION	BANGOR	ME
TRAINING & DEVELOPMENT CORPORATION	BUCKSPORT	ME
TRAINING & DEVELOPMENT CORPORATION	DOVER-FOXCROFT	ME
TRANSCRIPTION ASSOC INC	BRUNSWICK	ME
Transcription Associates	Topsham	ME
TRC	Portland	ME
TRI-COUNTY MENTAL HEALTH SERVICES	LEWISTON	ME
TURBYNE & ASSOCIATES	AUBURN	ME
United Technologies	Bangor	ME
University College at Bath/Brunswic	Brunswick	ME
UNIVERSITY OF MAINE	AUBURN	ME
UNIVERSITY OF MAINE AT FORT KENT	FORT KENT	ME
UNIVERSITY OF MAINE AT PRESQUE ISLE	PRESQUE ISLE	ME
UNIVERSITY OF MAINE COOPERATIVE SYS	ORONO	ME
UNIVERSITY OF MAINE SYSTEM	FARMINGTON	ME
UNIVERSITY OF MAINE SYSTEM	MACHIAS	ME
UNIVERSITY OF MAINE SYSTEM	PORTLAND	ME
UNIVERSITY OF MAINE SYSTEMS	AUGUSTA	ME
University of New England	Biddeford	ME
USM SMALL BUSINESS DEVELOP CENTER	PORTLAND	ME
VINEYARD MARINE	FREEDOM	ME
VOC EDUC REGION III	Lincoln	ME

WALDO COUNTY TECHNICAL CENTER	WALDO	ME
WAL-MART	SCARBOROUGH	ME
Washburn and Doughty	East Boothbay	ME
WASHINGTON COUNTY COMMUNITY COLLEGE	CALAIS	ME
WINDHAM SCHOOL DEPT	WINDHAM	ME
WISE UNIFORMS & EQUIPMENT	HALLOWELL	ME
WOMEN UNLIMITED	AUGUSTA	ME
YORK COUNTY COMMUNITY COLLEGE	WELLS	ME

GLOSSARY

Aroostook County Action Program: ACAP is the entity providing WIA services in Aroostook county.

Benefits: This refers to adults and includes dislocated workers who receive Social Security or other pension or medical benefits.

Coastal Economic Development: CED is the former name of the entity providing WIA services in Sagadahoc, Knox, Lincoln, and Waldo counties. The new name is **Midcoast Maine Community Action (MMCA)**.

Core Services: These may be "self-directed" or "staff-assisted" services. Self-directed services are provided free of charge to everyone on a universal access basis. No registration is required. The services are specified in the Workforce Investment Act and include orientation to the CareerCenter, initial assessment, access to labor market information, Internet browsing, workshops and job clubs, and eligibility certification. Staff-assisted services are require customer registration and include staff assisted job search and placement assistance, career counseling, staff assisted job referrals such as testing and background checks, staff assisted job development, staff assisted workshops and job clubs, and follow-up services, including counseling regarding the workplace.

Customized Training: This is training that is designed to meet the special requirements of an employer who commits to employ the individual upon completion of the training and for which the employer pays at least 50% of the cost of the training. It differs from on-the-job training in that it includes a combination of classroom instruction with on-the-job training. The classroom instruction may be provided at a school or on-site with an employer.

Exit: An exit is a customer who has left WIA funded services and activities.

Follow-up Services: Studies have shown that programs which have a strong job placement component combined with follow-up services help increase the earnings, retention rate, and career progress of participants.

Adult and dislocated worker follow-up services are the same services identified as Core Services, including counseling regarding the workplace. Supportive services are not included in follow-up services. Follow-up services are available to registered participants who are placed in unsubsidized employment for a minimum of twelve months after employment begins, regardless of the level of service received at the time of placement.

Youth follow-up services include leadership development, regular contact with the youth's employer - including assistance in addressing work-related problems that arise, assistance in securing better paying jobs, career development and further education, work-related peer support groups, adult mentoring, and tracking the progress of youth in employment after training. Supportive services are included in this activity. Follow-up services may be provided to all youth for at least twelve months after the completion of participation.

Health Insurance: This refers to adults and dislocated workers who have at least partial medical coverage.

Intensive Services: These are employment and training activities geared to eligible adults and dislocated workers who either are unable to find and retain a job using Core Services, or have acquired and retained employment but whose earnings do not provide a livable wage. Services include comprehensive and specialized assessment, full development of an individual employment plan, group and individual counseling and career planning, case management, and short-term pre-vocational services.

Local Area: The geographic unit within which WIA programs are organized and provided. Maine has four local areas each governed by a local board: Aroostook-Washington, encompassing Aroostook County Action Program and MDOL (for Washington County); the Tri-County area in which Training Development Corporation (TDC) operates programs in Piscataquis, Penobscot and Hancock counties; the Central/Western Maine area where Western Maine Community Action (WMCA) operates programs in Franklin, Oxford and Androscoggin counties, and MDOL operates them in Kennebec and Somerset counties; and the Coastal Counties area in which Midcoast Maine Community Action (MMCA) runs the programs in Knox, Lincoln, Sagadahoc and Waldo counties; Training Resource Center (TRC) in Cumberland, and MDOL runs the program in York county.

Maine Department of Labor: MDOL is the WIA administrative agency on behalf of the state, and is also a direct service provider in Washington, Somerset, Kennebec and York counties.

Midcoast Maine Community Action: MMCA, formerly Coastal Economic Development (CED), is the entity providing WIA services in Sagadahoc, Knox, Lincoln, and Waldo counties.

On-the-Job Training: OJT is training by an employer that is provided to a paid participant while engaged in productive work.

Service Provider: Six organizations deliver WIA programs in Maine: ACAP, MDOL, MMCA, TDC, TRC and WMCA.

Supportive Services: This refers to services such as transportation, childcare, dependent care, housing, and needs-related payments necessary to enable the individual to participate in the activities authorized under WIA.

Training Account/Tuition: This is a "voucher," called an "Individual Training Account" (ITA), established on behalf of a WIA eligible registrant in response to specific goals identified on the Employment Development Plan. In consultation with the case manager and up to the limits specified, the individual may purchase training from a list of eligible providers.

Training Development Corporation: TDC is the entity that provides WIA services in Hancock, Penobscot, and Piscataquis counties.

Training Provider List: This is an inventory of entities which are eligible under MDOL guidelines to provide WIA-funded occupational skills training.

Training Resource Center: TRC is the entity that provides WIA services in Cumberland county.

Training Services: Training Services may be made available to employed and unemployed adults and dislocated workers meeting eligibility requirements and focus on occupational skills training.

Wage Indicators for Exiters from the General Program Activities Report (Page 4)

Average Wage of Those Exiting: This is an average dollar amount for those who have left the program during a specified period. The data is gathered through self-declaration.

Western Maine Community Action: WCMA is entity providing WIA services in Androscoggin, Franklin, and Oxford counties.