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Competitive Skills Scholarship Program, 2008 Enrollment Profile

Maine Department of Labor

Maine Center for Workforce Research and Information

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Competitive Skills Scholarship Program

Opportunity • Development • Sustainability

2008 Enrollment Profile



MAINE
DEPARTMENT OF
LABOR
*Center for Workforce
Research and Information*

Maine Department of Labor



Executive Summary

The Competitive Skills Scholarship Program (CSSP) seeks to bridge the gap between the supply and demand for skilled labor in Maine. For motivated individuals trapped in low-wage, low-skill jobs, it creates an opportunity for post-secondary education toward employment in *high-wage, in-demand* occupations, thus increasing individuals' earnings as well as the overall supply of skilled labor in the state. On the demand side, it provides Maine businesses with more skilled workers, allowing them to compete in an evolving global economy where prosperity is shaped by human capital.

As of June 15, 2008, there were 173 CSSP enrollees. This report provides a first look at CSSP enrollees and serves as a benchmark to gauge their progress throughout the course of involvement in the CSSP. Following are some of the report's key findings:

- The majority of enrollees, 62.4%, are female.
- Most currently reside in central and eastern Maine. This is due largely to pilots at the Bangor and Machias CareerCenters starting in November 2007.
- A large percentage, 93.6%, have completed high school while only 5.7% have completed their senior year in college or higher level of education.
- Their incomes are significantly lower than statewide averages. While 11.5% of the statewide population earns below 100% of the federal poverty level, 57.8% of CSSP enrollees earn at this level.
- The largest percentage, 42.3%, had neither consistent nor stable employment over the past 5 years. A smaller percentage, 26.1%, had both consistent and stable employment.
- Most, 63.2%, changed their primary job three or more times over the past 5 years. A large percentage, 47.2%, had been employed in three or more different industries during this period.
- The numbers of jobs held by enrollees peaked regularly during the third quarter, indicating a degree of employment seasonality.
- Most, 69.9%, are currently unemployed. Additionally, 65.9% have filed for Unemployment Insurance compensation during the past 5 years.
- Of the initial group of CSSP enrollees, 32.9% are attending community colleges and 30.6% are attending schools affiliated with the University of Maine System.
- The most frequent occupational area selected for CSSP training is healthcare with 30.6% of enrollees, followed by 15% in material moving and 12.7% in management.
- Most, 74.2%, are training for careers in an industry that differs from their industry of most recent employment.
- The average expected wage increase for all enrollees after CSSP completion is \$10.80.

Competitive Skills Scholarship Program 2008 Enrollment Profile

November 1, 2007 — June 15, 2008

A Publication of:
Center for Workforce Research and Information
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Preface

The Maine economy is undergoing constant change. The forces of foreign competition, technology innovation and business restructuring contribute to dynamic work environments and changing labor markets. Some industries are declining and shedding jobs while new industries are emerging and creating new employment opportunities. The impacts of these shifts have challenged individuals, families and entire communities. Across the spectrum of Maine workplaces, more is being demanded of workers in terms of knowledge, skills, and abilities required for job performance. Increasingly, Maine's competitiveness is determined by the quality and availability of human capital.

Maine's demographics are also in flux. An aging population and the impending retirements of baby boomers will profoundly impact our labor markets and reshape long standing patterns of demand for goods and services.

Understanding these dynamics is fundamental to making effective public policies and developing sound public and private investment strategies. Business, education and training systems and workers must consult economic, demographic and labor market information in making critical choices with limited resources. These choices will have enormous implications for Maine's prospects in the years ahead. The Maine Department of Labor, Center for Workforce Research and Information, is committed to examining the dynamics of Maine's economy and the associated impacts on the workforce and labor markets in helping to chart a more prosperous future for all Maine citizens.

John Dorrer, Director

Center for Workforce Research and Information

Maine Department of Labor

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Introduction

As an integral part of the CSSP legislation, an annual evaluation report is required by the Legislature to monitor program efficiency.

The primary purpose of this report is to profile the first Competitive Skills Scholarship Program enrollees, including basic demographic data and detailed employment history. These qualitative and quantitative descriptions are intended to help us learn more about the needs of future CSSP enrollees and provide a basis for fine tuning the program design.

At the same time, given the program's recent start-up, there are no precedents for official CSSP reporting. This report begins the process of establishing a framework for evaluation reporting.

Through feedback and suggestions, CSSP improvements will be made from year to year. Ultimately, as the program continues to develop and more data become available, future reports will contribute to better evaluation and decision making about the program's policies and procedures.

Maine Economic Context

The United States currently faces numerous economic difficulties. Unemployment rates are increasing, inflation is on the rise, and credit difficulties plague consumers nationwide. In addition to these symptoms of a deepening economic slowdown, Maine has its own challenges. Transitions in population demographics and key industries are components of current and impending structural shifts in Maine's economy. The labor market is especially vulnerable to these shifts and there is a resulting misallocation in labor markets that threatens Maine's future economic sustainability.

Maine's population is aging and most of its growth is fueled by in-migration. However, the supply side of the labor market faces another growing problem: the skill level of workforce members searching for jobs. As industries and occupations evolve, businesses statewide are seeking workers with higher skill levels. For many unemployed individuals, despite job openings, there are no viable employment opportunities due to skill-specific occupational requirements. Persons with obsolete skills are the most affected as they search for work in labor markets demanding higher skill levels across the board.

Maine businesses are similarly strained as their labor demands change. There is an increase in skill-specific service-jobs and a decrease in goods-producing jobs. Alongside changes in population demographics and consumer earning and spending habits, industries like Healthcare and Social Services are gaining prevalence. Technology innovations create new jobs while rendering many other jobs obsolete. Additionally, international trade has affected Maine's traditional low-skill, labor intensive industries. With cheaper labor costs abroad, employers have opted to relocate, reducing domestic demand for labor.

If workforce skill levels remain stagnant and emerging high-skill industries gain prevalence, the Maine economy will be at risk. Businesses are seeking skilled workers with higher training and education levels. Likewise, Maine workers need meaningful and well-paying job opportunities. The Competitive Skills Scholarship Program is a new program that facilitates the meeting of these dimensions of the labor market. As workplaces transform and new industries and occupations emerge, this program helps individuals acquire the occupational skills necessary for success in Maine's evolving labor market. Through improving the skill level of the workforce, this program ultimately promotes Maine's economic sustainability.

Competitive Skills Scholarship Program

The Competitive Skills Scholarship Program (CSSP) seeks to bridge the gap between the supply and demand of skilled labor in Maine. With recent structural changes in both the Maine and US economies, employers' demand for skilled labor has increased. By providing an outlet for motivated individuals to further their post-secondary education and training toward *high-wage, in-demand* occupations, the CSSP hopes to alleviate the disparity between the labor force and the needs of evolving Maine businesses.

The CSSP has a dual mandate: filling employment needs of Maine businesses and providing resources for individuals to improve their job skills and in turn increase earnings. In accordance with this mandate, program enrollees undergo education or training for eventual jobs in *high-wage, in-demand* occupations. These occupations have been selected and approved by the Maine Department of Labor-Center for Workforce Research and Information, the Maine Jobs Council, and the office of the Commissioner. Qualifying jobs have a wage at or above the average state wage for all occupations and at least 20 projected annual jobs openings.

CSSP enrollees are required to adhere to a standard selection process. To qualify, individuals must be adult Maine residents with household incomes below 200% of the federal poverty level. They may not already possess a marketable post-secondary degree or certificate. Additionally, participants must have the aptitude to successfully complete their education program.

Regional CareerCenters are the primary vehicle for the program's administration. At these sites, individuals have the opportunity to plan future education and career moves with career specialists. Once a CSSP applicant has been approved, a detailed individual career plan is developed, outlining the proposed education or training activity, expected degrees or certificates to be received, and the necessary support to complete the program. Depending on financial status, enrollees may be compensated up to \$8,000 for entering a full time education or training program and up to \$4,000 for a part time program. This funding may be allocated to tuition, childcare, transportation, eye care, dental care, school supplies, and computers, as well as other costs associated with a given program. Additional funding is available in the form of a monthly training stipend for individuals whose incomes are below 125% of the federal poverty level.

Competitive Skills Scholarship Fund

The Competitive Skills Scholarship Program (CSSP) operates under the jurisdiction of the Competitive Skills Scholarship Fund (CSSF). A collaborative effort, the CSSF is authorized by 2007 Public Law Chapter 352 which was signed by Governor Baldacci in June 2007. The CSSF has received wide support from business groups as well as worker advocates, a reflection of the growing need for skill-based education programs in Maine.

The Fund allocates a total of \$3 million for the Competitive Skills Scholarship Program, 10% of which covers administrative costs. The fund is raised annually through an employer assessment based on workers' earnings. The additional assessment cost for employers is offset by a reduction in unemployment insurance (UI) contributions. Employers in UI categories 1-19 have their rates reduced an amount equal to the new assessment. For employers in category 20, an offset will only occur when their contribution rate is above 5.4%. In addition to raising funds for the CSSF, 2007 Public Law Chapter 352 also substantially reduces the 2008-2009 UI contributions to schedule [A] from projected schedule [C]. This contribution change is made possible through a reduction in the benefit reserve target for the UI Trust Fund from 21 months to 18 months. This adjustment is estimated to save employers \$68.7 million in unemployment contributions over the program's first two years.

The CSSF assessment and new UI contribution rates became effective on January 1, 2008. However, these were not the first steps towards full realization of the CSSP. Two pilot sites were introduced at Bangor and Machias CareerCenters in November 2007. In December 2007, a CSSP internal advisory board was established to guide program and policy development.

Starting April 1, 2008, CareerCenters statewide implemented the CSSP. Within the first two weeks, approximately 500 inquiries were received. To accommodate the higher than expected demand for the program, applications were closed on April 14, 2008 for assessment of the program's budget and progress. Applications reopened on July 14, 2008 for an additional 200 spaces, all of which were quickly filled. The Department expects over 370 individuals in the program once enrollment is complete for this fiscal year.

Methodology

The One Stop Operating System Database (OSOS) was the dominant source of data for this report. The information from this database came directly from CareerCenters throughout the state. It provided the full list of CSSP enrollees as well as their basic background information, CSSP enrollment specific information, and certain financial information. Using the list of enrollees taken from OSOS, extractions from other databases were possible.

The Maine Department of Labor's (MDOL) Wage Records (WR) database was another heavily used information source. This database provided employer industries and quarterly earnings for each enrollee. Through analyzing these data, detailed employment histories were derived for each individual. However, the WR database was not without limitations, and did not adjust quarterly earnings for inflation, did not account for self employment, out-of-state employment, or employment by the federal government or military. For these reasons, not all enrollees had WR data.

The Unemployment Insurance database (UI) was the least heavily used primary source, but provided valuable supplemental information on enrollees. From this database, breakdowns on unemployment insurance as well as other benefits were incorporated into the report. Given that the UI database is perpetually updated, the information gained from this source was the most current of all the primary sources.

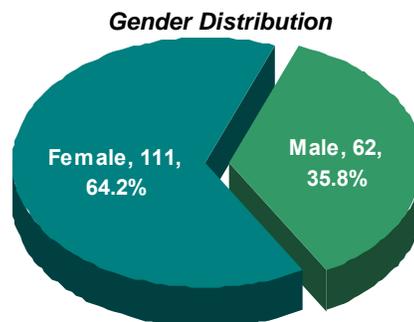
There were limitations when combining, comparing, and crossing data from more than one source. Industry and occupation codes were not completely compatible between WR and OSOS databases and had to be augmented for comparison. Also, due to the nature of the WR database, the number of individuals with records was lower than the number of individuals with records from OSOS. Despite these limitations, combining and crossing data from the OSOS and WR databases proved to be a valuable tool in gaining an understanding of CSSP enrollees.

The incorporation of secondary sources helped contextualize the data from primary sources. US Census Bureau and Bureau of Labor Statistics data for Maine made it possible to understand the enrollees' demographics in relation to the entire state. Other MDOL Center for Workforce Research and Information publications aided in the articulation of data. Median occupational wage data from *Analysis of High-Wage, High-Demand Jobs in Maine* proved especially useful in projecting individual wage increases after CSSP completion.

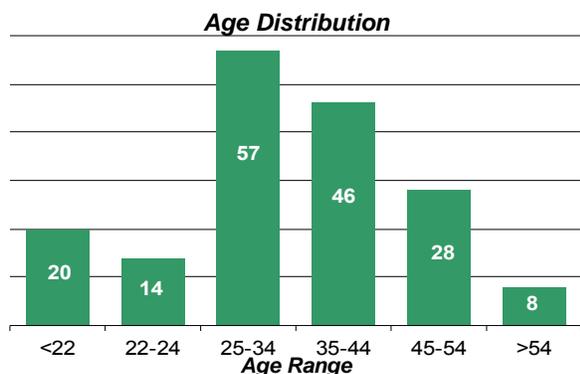
For the purpose of this report, only the 173 enrollees in the Competitive Skills Scholarship Program as of June 15, 2008 have been profiled. This allowed consistency throughout the duration of writing the report.

Gender

Out of the 173 enrollees, 62 (35.8%) are male and 111 (64.2%) are female. These numbers differ from the statewide population which is 51.1% female, and 48.9% male.¹ The group's female population is roughly 13% higher than the State's female population. The group's male population is roughly 13% lower than the State's male population.



Gender	Number	Percent
Female	111	64.2
Male	62	35.8
Total	173	100.0



Age Range	Number	Percent
<22	20	11.6
22-24	14	8.1
25-34	57	32.9
35-44	46	26.6
45-54	28	16.2
>54	8	4.6
Total	173	100.0

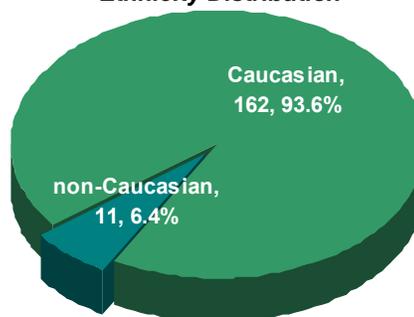
Age

In comparison to the statewide population, the group of enrollees is relatively young. The average age is roughly 35 years and the median age is 33. These numbers are well below the statewide median age of 41.³ The largest number of enrollees is between 25 and 34 years of age. They comprise 32.9% of all enrollees. The second largest group is between 35 and 44 years of age and represents 26.6% of enrollees. The fewest enrollees are in the 22-24 years of age and over 54 years of age ranges. They account for 8.1% and 4.6% of enrollees respectively.

Ethnicity

Enrollees are predominantly Caucasian. There are 3 individuals (1.7%) who identify themselves as African Americans, 162 individuals (93.6%) who identify themselves as Caucasian, and 8 individuals (4.7%) who identify themselves as an ethnicity other than African American or Caucasian. These numbers generally fall in line with statewide statistics. The statewide population is 96.7% Caucasian, 3.1% higher than the group's proportion. The statewide population is 1.4% African American, 3.2% lower than the group's proportion. The statewide population is 2.5%² other ethnicities, also lower than the group's proportion.

Ethnicity Distribution



Ethnicity	Number	Percent
African American	3	1.7
Other	8	4.7
Caucasian	162	93.6
Total	173	100.0

^{1,2} State population demographic data originate from U.S. Census Bureau 2006 information.

³ The median statewide resident age increased from 38.6 to 41.1 between 2000 and 2006.

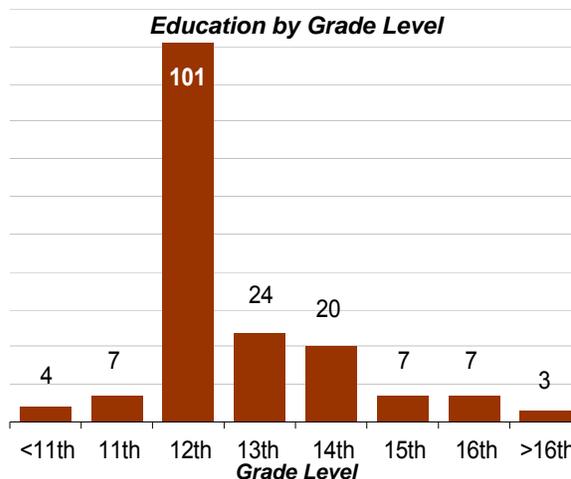
Education

CSSP Eligibility is limited to individuals without marketable post-secondary degrees. Similarly, individuals must attain a high school diploma or GED before they may begin their CSSP specific education or training.

In accordance with these requirements, 101 individuals' (58.4%) highest level of education is 12th grade or an equivalent GED. A significant number of enrollees have experienced some post-secondary education. There are 61 individuals (35.2%) who have completed at least one year of college or community college. However, there are only 10 individuals (5.7%) who have completed their senior year in college or a higher level. For these 10 individuals to be CSSP eligible, they have either not received degrees or their degrees are no longer marketable in the current job market. Enrollees' post-secondary completion rates are still lower than the statewide rate of 22.9%.¹ However, 162 individuals (93.6%) have completed education at or above 12th grade or its equivalent.² This number is significantly higher than the 85.4% of the statewide population who are high school graduates or GED holders. This high occurrence reflects the program's requirement for high school completion.

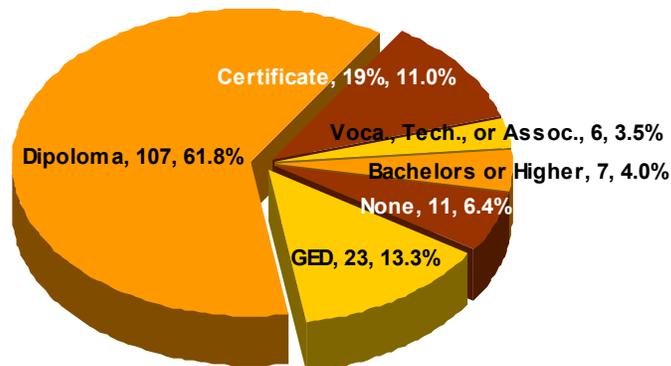
Degree attainment data reveal the same trends. There are 162 individuals (93.6%) who have received a GED or high school diploma.³ This number corresponds with the number of individuals who have completed education at or above the 12th grade level, indicating that all individuals in the group that have completed the 12th grade have received credit.

There is a discrepancy between the number of individuals who have completed grades at or beyond senior year in college and the number of individuals who have attained a bachelors or higher degree. This may account for individuals who have not completed all necessary coursework for a degree as well as non-bachelor degree awarding 4 year programs.



Highest Grade Completed	Number	Percent
Lower Than 11th Grade	4	2.4
11th Grade	7	4.0
12th Grade or Equivalent	101	58.4
Freshman yr. College/Comm. College	24	13.9
Sophomore yr. College/Comm. College	20	11.6
Junior yr. College/Comm. College	7	4.0
Senior yr. College/Comm. College	7	4.0
Beyond Senior yr. College/Comm. College	3	1.7
Total	173	100.0

Education by Degree Attainment



Highest Degree or Certificate Earned	Number	Percent
None	11	6.4
GED	23	13.3
Diploma	107	61.8
Certificate	19	11.0
Vocational, Tech., or Associates Degree	6	3.5
Bachelors Degree or Higher	7	4.0
Total	173	100.0

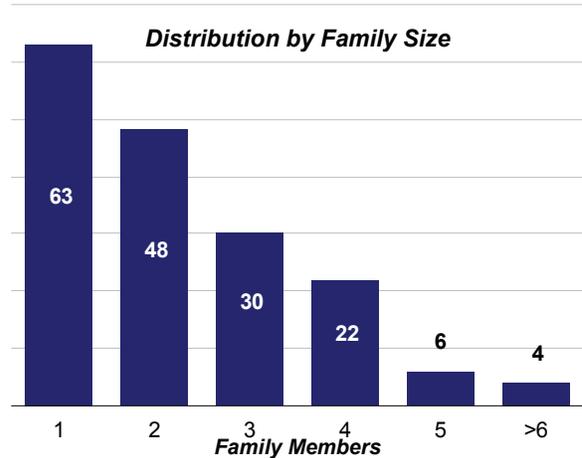
¹ All data regarding statewide education levels measure the adult population over the age of 25.

² All data assume that individuals who have completed 12th grade or its equivalent or higher are considered high school graduates.

³ All data assume that individuals with certificates, vocational degrees, technical degrees, associates degrees, bachelors or higher degrees already have the equivalent of a high school diploma or a GED.

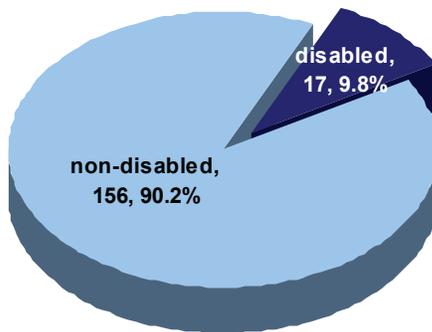
Family Responsibility

Enrollees' family sizes are relatively small. The average family size is just over 2 members and the median is 2 members. The group's average is lower than the state's average family size which is 2.9 members. The distribution of family sizes throughout the group also reflects the trend of smaller families. There are 63 individuals (36.4%) with families consisting of one member. There are 48 individuals (27.7%) with 2-member families. There are 30 individuals (17.3%) with 3-member families. Few enrollees have families with more than 4 members. There are 6 individuals (3.5%) with 5-member families and 4 individuals (2.3%) with families of more than 6 members.



Family Members	Number	Percent
1 member	63	36.4
2 members	48	27.7
3 members	30	17.3
4 members	22	12.7
5 members	6	3.5
more than 6	4	2.3
Total	173	100.0

Self-Reported Disability Status



Status	Number	Percent
non-disabled	156	90.2
disabled	17	9.8
Total	173	100.0

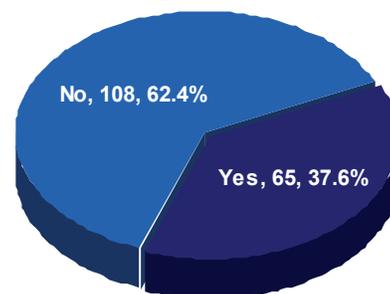
Disability

There are 156 individuals (90.2%) who report themselves as not having any disability. On the other hand, there are 17 individuals (9.8%) who report themselves as having a disability. The 17 who report having a disability include individuals who report that their disability may result in a severe impediment to employment.

Single Parents

Of the enrollees with families, a significant number are single parents. There are 65 individuals (37.6%) who are single parents while there are 108 individuals (62.4%) who are not single parents.

Single Parent Status



Single Parent	Number	Percent
no	108	62.4
yes	65	37.6
Total	173	100.0

Geographic Distribution

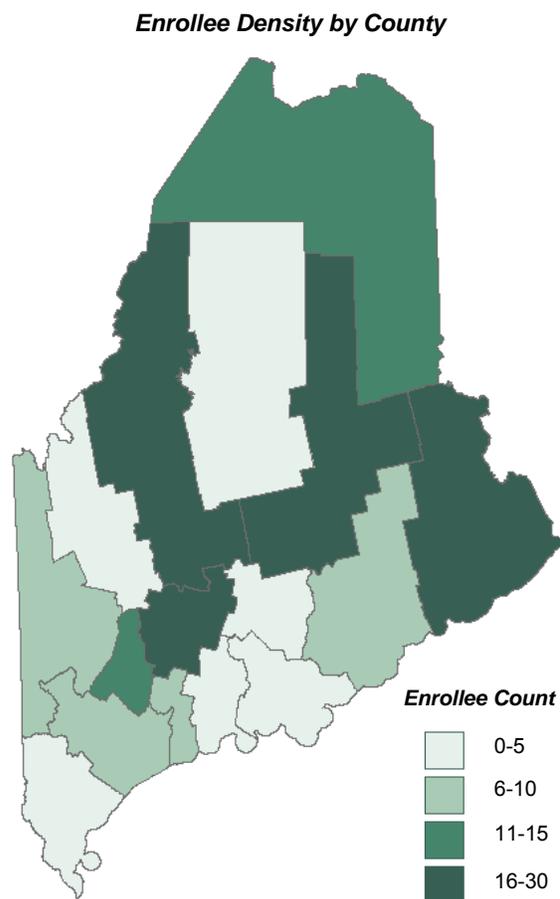
All figures in this section look at enrollees' locations of current residence. There is at least one enrollee currently living in each county. However, the distribution amongst counties is uneven and enrollees are predominantly from central and eastern Maine. This is due to pilots starting in November 2007 in the Bangor and Machias CareerCenters. Other areas of the state started at various times due to capacity issues and staff training.

The largest number of enrollees, 30 individuals, live in Penobscot county. The second and third most represented counties are Washington and Kennebec with 29 and 26 individuals residing within them respectively. On the other hand, Piscataquis, Waldo, Knox, and Lincoln counties all have less than 5 enrollees currently residing in them.

For 11 enrollees, Bangor is their current city of residence. Lewiston is the second most represented with 7 individuals. East Machias and Waterville are third, both having 6 enrollees.

Most Represented Cities and Towns	
City / Town	Number
Bangor	11
Lewiston	7
East Machias	6
Waterville	6
Augusta	4
Machias	4
Addison	3
Brewer	3
Gardiner	3
Oakland	3
Palmyra	3
Pembroke	3
Pittsfield	3
Portland	3

Counties of Residence	
County	Number
Penobscot	30
Washington	29
Kennebec	26
Somerset	16
Aroostook	15
Androscoggin	14
Hancock	9
Cumberland	6
Oxford	6
Sagadahoc	6
Franklin	5
York	5
Piscataquis	ND ¹
Waldo	ND
Knox	ND
Lincoln	ND



¹ The abbreviation "ND" indicates that the number of enrollees residing within a given county is too low to disclose.

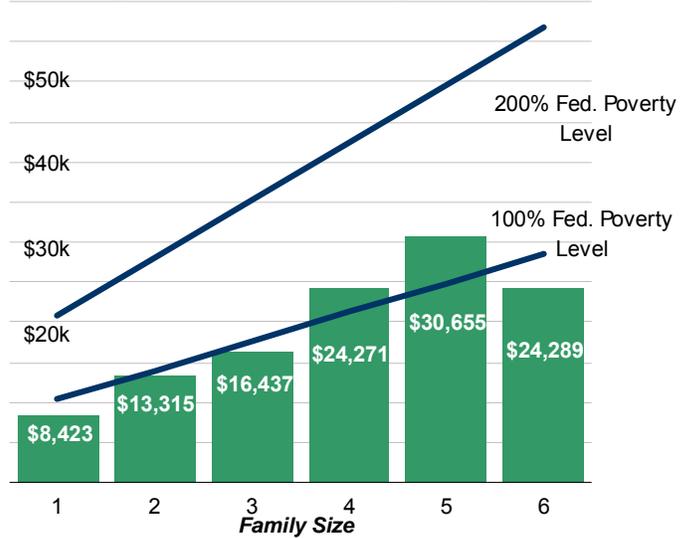
Income

On a whole, enrollees have low annual incomes.¹ A large number of enrollees have no reported incomes. This contributes to low average incomes for each family size in the first chart and the large number of enrollees who earned below 100% of the federal poverty level in the second chart.

The average annualized incomes for every family size are below 200% of the federal poverty level. Most family sizes have average incomes below 100% of the federal poverty level. Only 4 and 5 member families have average annual incomes above 100% of the federal poverty level.

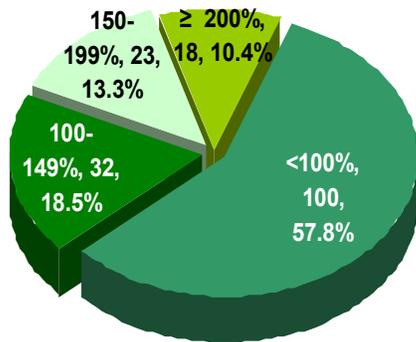
The highest average annual income level is \$30,655 for families with 5 members. The lowest average annual income level is \$8,423 for families with 1 member. Incomes increase for each additional family member up until families with 5 members. With one additional member, the average annual income for families with 6 members decreases to \$24,289.

Average Annualized Incomes by Family Size



Family Size	Number	Mean income	Median income	100% / 200% of Fed. Poverty Level
1 Members	44	\$8,423	\$7,000	\$10,400 / 20,800
2 Members	41	\$13,315	\$11,251	\$14,000 / 28,000
3 Members	22	\$16,437	\$13,805	\$17,600 / 35,200
4 Members	16	\$24,271	\$28,480	\$21,200 / 42,400
5 Members	6	\$30,655	\$35,275	\$24,800 / 49,600
6 Members	3	\$24,289	\$14,760	\$28,400 / 56,800

Annualized Incomes and the Federal Poverty Level



Income Level (% of Federal Rate)	Number	Percent
< 100%	100	57.8
100-149%	32	18.5
150-199%	23	13.3
≥ 200% ²	18	10.4
Total	173	100.0

Looking at the group as a whole reveals further trends. Most enrollees, 100 individuals (57.9%), have annual incomes below 100% of the federal poverty level for their family size. There are 32 individuals (24.2%) who have annual incomes between 100% and 149% of the federal poverty level and 23 individuals (17.4%) who have incomes in the between 150% and 199% of the federal poverty level. The smallest number, 18 individuals (13.6%), have annual incomes over 200% of the federal poverty level.²

The percentage of income-reporting enrollees with incomes below the federal poverty level is significantly higher than the state and national rates. The percentage of Maine residents living under the federal poverty level is 11.5%, compared to 57.8% of CSSP enrollees.

¹ Annualized incomes are calculated based on earnings from the 4 weeks prior to CSSP application. These numbers are provided by enrollees at CareerCenters.

² All 18 individuals who appear as having incomes over 200% of the federal poverty rate are categorized as dislocated workers. This means their annual incomes were determined by doubling their earnings from the past 6 months. CSSP eligibility however, is determined based on income over the past 4 weeks, bringing them below the 200% threshold for program entry.

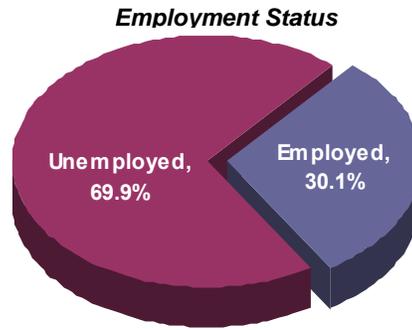
Employment History and Trends

Enrollees are largely unemployed. There are 121 individuals (69.9%) who are currently unemployed.¹ Only 52 individuals (30.1%) report being employed.

Even though not all enrollees are currently working, hourly wage data for their most recent employment is available. The average hourly wage is \$10.55 and the median is \$10. In accordance with this, the largest percentage of enrollees' most recent hourly wages are in the \$10-11.99 range. There are 52 individuals (30.1%) in this category. The second most frequent hourly wage range is between \$8-9.99 with 46 individuals (26.6%). The third most frequent hourly wage range is between \$0-7.99 with 30 individuals (17.3%).

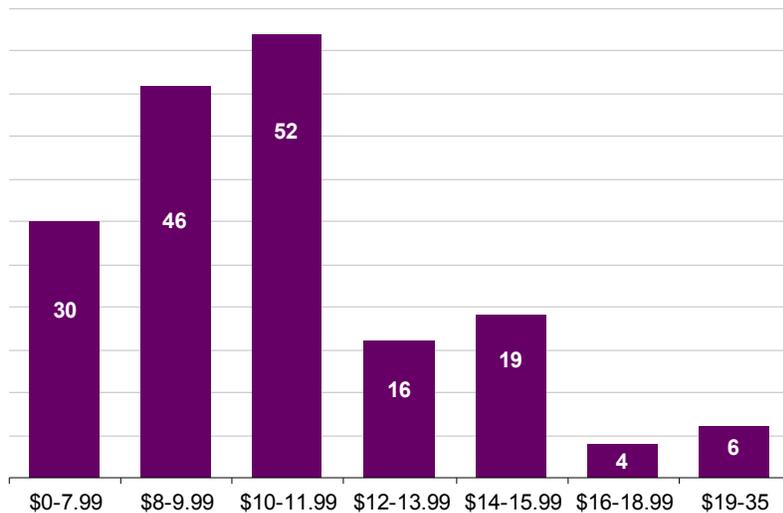
The least frequent wage range is \$16-18.99, with 4 individuals (2.3%). There are few individuals who earned more than \$12 at their most recent jobs. There are 45 individuals (26.1%) who earned wages above this level. This leaves the majority of enrollees, 128 individuals (73.9%) , earning less than \$12 per hour in their most recent jobs.

The hourly wages of enrollees are significantly lower than statewide data. The average statewide hourly wage for the 4th quarter of 2007 was roughly \$17.50, higher than the most recent wages of 94.2% of CSSP enrollees.²



Employment Status	Number	Percent
Employed	52	30.1
Not employed	121	69.9
Total	173	100.0

Hourly Wage Rates



Hourly Wage Range	Number	Percent
\$0-7.99	30	17.3
\$8-9.99	46	26.6
\$10-11.99	52	30.1
\$12-13.99	16	9.2
\$14-15.99	19	11.0
\$16-18.99	4	2.3
\$19-35	6	3.5
Total	173	100.0

Wage Range

¹ Employment data were retrieved on June 15th, 2008. All changes in enrollee employment status after this date are not reflected.

² Statewide average hourly wage was calculated using the average weekly wage for all industries in the 4th quarter of 2007.

Wage records were used for the evaluation of CSSP enrollees' employment histories and trends. From this data, there is information for 163 of the 173 enrollees. All figures in this section are derived from the obtainable information for these enrollees.

Stability and consistency of employment are two gauges of the enrollees' employment histories and trends. For this evaluation and all other evaluations in this section, wage records for the past 5 years beginning with the first quarter of 2003 were used. For an enrollee to be considered consistently employed, he or she must have received wages for each quarter of the 5 year employment period. For an enrollee to have stable employment, he or she must be employed for at least 4 quarters, 1 year, in each job position held.¹

Employment Stability and Consistency

		Stable Employment		
		No	Yes	Total
Consistent Employment	No	69 (42.3%)	37 (22.7%)	106 (65.0%)
	Yes	14 (8.6%)	43 (26.4%)	57 (35.0%)
	Total	83 (50.9%)	80 (49.1%)	163 (100.0%)

Stable Employment—employed for at least 4 quarters in each job position held during the 5 year employment period.

Consistent Employment—received wages for Each quarter during the 5 year employment period.

were neither consistently nor stably employed. The second most frequent type of employment is both stable and consistent with 43 individuals (26.4%). With alternating responses, 47 individuals (22.7%) have stable but inconsistent employment histories and 14 individuals (8.6%) have unstable but consistent employment histories.

Other gauges of employment trends include the frequencies of job and industry changes. These behaviors are referred to as job-hopping and industry-hopping. For individuals to be classified a job-hoppers, they must have had three or more primary jobs with different employers over the 5 year period.³ For individuals to be classified as an industry-hoppers, they must have been employed in three or more industries over the 5 year period, regardless of wage level and duration of employment.

The majority of enrollees were not consistently employed during the 5 year period. There are 106 individuals (65.0%) who were not consistently employed while there are 57 individuals (35.0%) who were consistently employed.²

Employment stability is split evenly amongst enrollees. There are 83 individuals (50.9%) who did not have stable employment while there are 80 individuals (49.1%) who did have stable employment.

When looking at both variables, the largest number of individuals have neither consistent nor stable employment histories. There are 69 individuals (42.3%) who

¹ Wage records for jobs that appear to be non-primary were not considered on grounds of stability. Only jobs that appeared to be the primary source of income were considered.

² Given that most of the enrollees are currently unemployed due to CSSP involvement, lack of wages for the first quarter of 2008 and the fourth quarter of 2007 was not considered an indicator of inconsistent employment.

³ To be considered a primary job, wages must exceed all other jobs for a given quarter. Employment should generally last more than 2 quarters.

The majority of enrollees, 103 individuals (63.2%), engaged in job-hopping. There are 60 individuals (36.8%) who did not change their primary jobs three or more times, and therefore were not job-hoppers.

Industry-hopping was less prevalent than job-hopping. There are 86 individuals (52.8%) who have not been employed in three or more industries. There are 77 individuals (47.2%) who have been employed in three or more industries. This would suggest that most enrollees have worked primarily in two or less industries over the past 5 years.

Through comparing both variables, more information is revealed. For the most part, individuals either engaged in both, or engaged in neither activities. The largest number, 72 individuals (44.2%), engaged in both job and industry hopping. There are 55 individuals (33.8%) who did not engage in either activity. A minimal number of individuals, 5 (3%), industry-hopped but did not job-hop. However, 31 individuals (19%) job-hopped but did not industry hop. These 31 enrollees would appear to have frequently changed their jobs but not job industries.

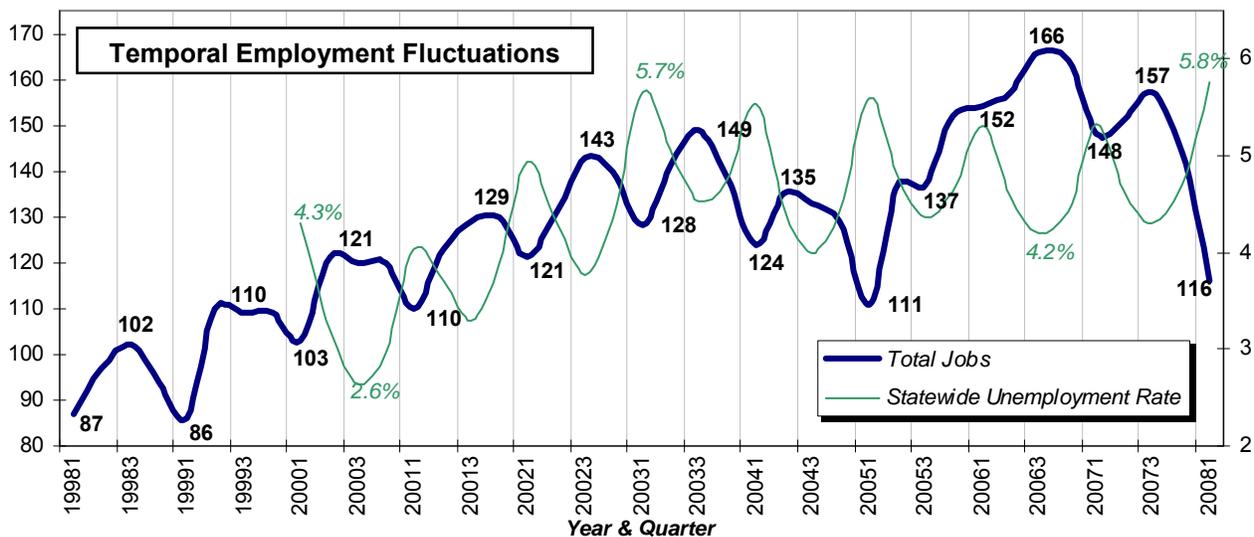
Further employment trends are revealed when looking at the number of jobs held by enrollees over time in relation to statewide unemployment data.¹ The number of jobs held peaks regularly from 1998 through 2003 during the third quarter of each year. Similarly, the number of jobs troughs during the first quarters. This would indicate regular annual increases in seasonal employment. This trend continues from 2003 to 2008, but is less regular.

Job Hopping and Industry hopping

		Primary Job Hopping		
		No	Yes	Total
Industry Hopping	No	55 (33.8%)	31 (19.0%)	86 (52.8%)
	Yes	5 (3.0%)	72 (44.2%)	77 (47.2%)
	Total	60 (36.8%)	103 (63.2%)	163 (100.0%)

Primary Job Hopping—held three or more primary jobs with different employers over the 5 year employment period

Industry Hopping—employed in three or more industries over the 5 year employment period



The statewide unemployment rate, which also reflects seasonal employment, moves inversely to the number of jobs held. When unemployment is low, the number of jobs held is high and when unemployment is high, the number of jobs held is low. This negative correlation indicates that enrollees' employment is related to statewide economic patterns and employment trends.

¹ Any recorded wages from individuals employers are considered jobs, regardless of the amount. Quarterly unemployment rates are averages of monthly statewide unemployment rates.

Previous Employment: Primary Job Industries		
Primary Job Industries	Number	Percent
None	73	44.8
Health Care and Social Assistance	38	23.3
Ambulatory Health Care Services	14	
Nursing & Residential Care Facilities	12	
Social Assistance	7	
Hospitals	5	
Accommodation and Food Services	14	8.6
Food Services and Drinking Places	9	
Accommodation	5	
Manufacturing	14	8.6
Wood Product	6	
Food	4	
Other	4	
Construction	5	3.1
Retail Trade	4	2.5
Finance and Insurance	3	1.8
Transportation and Warehousing	3	1.8
Other Services	9	5.5
Total	163	100.0

Previous Employment: Most Recent Job Industries		
Most Recent Job Industries	Number	Percent
Health Care and Social Assistance	47	28.8
Nursing & Residential Care Facilities	15	
Ambulatory Health Care Services	13	
Social Assistance	11	
Hospitals	8	
Accommodation and Food Services	23	14.1
Food Services and Drinking Places	14	
Accommodation	9	
Manufacturing	21	12.9
Wood Product	11	
Food	4	
Other	6	
Retail Trade	17	10.4
General Merchandise Stores	6	
Non-store Retailers	3	
Other	7	
Administrative and Support	14	8.6
Other Services	11	6.7
Construction	9	5.5
Finance and Insurance	8	4.9
Transportation and Warehousing	4	2.5
Educational Services	3	1.8
Public Administration	3	1.8
Wholesale Trade	3	1.8
Total	163	100.0

Information on the industries of employment for enrollees over the past 5 years was determined using wage records. The same as the previous section, the following section looks at wage records beginning with the first quarter of 2003. All industry data are based on the 6-digit North American Industry Classification System (NAICS) codes.¹ In most cases, the only relevant level of specificity was the two-digit sector level. In the industries with the most enrollees, further industry clarification was possible and the third digit sub-sector level was used.

The two methods of industry evaluation were primary job industry and most recent job industry. Primary job industry was determined using both qualitative and quantitative methods. The number of jobs held in a certain industry as well as the consistency and stability of employment were the primary determinants. The most recent job industries were simply a reflection of the NAICS code for an enrollee's most recent employer.

The largest number of enrollees, 73 individuals (44.8%), had no primary job industries. These individuals had no established industry trends in their 5-year employment records. The second and third most frequent industries were Healthcare and Social Assistance and Accommodation and Food Services, with 38 (23.3%) and 14 (8.6%) individuals respectively.

The most frequent industry for most recent jobs was Healthcare and Social Assistance with 47 individuals (28.8%). The second and third most frequent industries were Accommodation and Food Services and Manufacturing with 23 (14.1%) and 21 (12.9%) individuals respectively.

Within the top industries some of the most prevalent sub-sectors of recent employment were Nursing and Residential Care Facilities, Food Services and Drinking Places, Ambulatory Health Care Services, and Wood Product Manufacturing, with 15, 14, 13, and 11 individuals respectively.

¹ Based on NAICS 2007 coding.

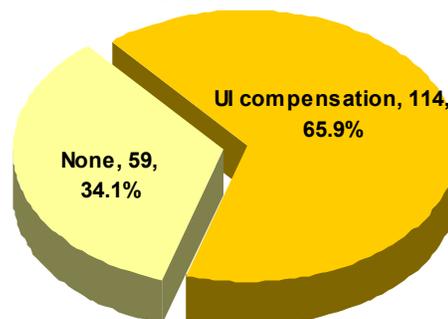
Unemployment Compensation

There are 130 enrollees who have filed for and received Unemployment Insurance (UI) compensation in the past.¹ Of these 130, 114 have filed for compensation during the past 5 years and 92 have filed for compensation during the past year. There are 84 individuals who are currently receiving unemployment compensation. For comparative purposes, those who have filed during the past five years will be looked at in all graphs and tables in this section. This is so the analysis in the employment history section of this report corresponds with the same timescale. Current benefits will also be looked at in textual analysis of the enrollees.

Compensation By Industry of Employment			
Most Recent Job Industries ²	Total	UI	Ind %
Health Care and Social Assistance	47	24	51.1
Accommodation and Food Services	23	13	56.5
Manufacturing	21	21	100.0
Retail Trade	17	14	82.4
Administrative and Support	14	11	78.6
Other Services	11	9	81.8
Construction	9	4	44.4
Total	142	96	67.6

In addition to Regular UI compensation, 9 enrollees have been eligible for Trade Re-adjustment Assistance (TRA) benefits at some point during the past 10 years. Five were eligible at some point during the past 5 years. Of the five enrollees who were eligible during the past 5 years, the most recent industry of employment for three of them was Manufacturing. There are also 21 individuals who have collected Dislocated Workers Benefits (DWB) at some point in the past.

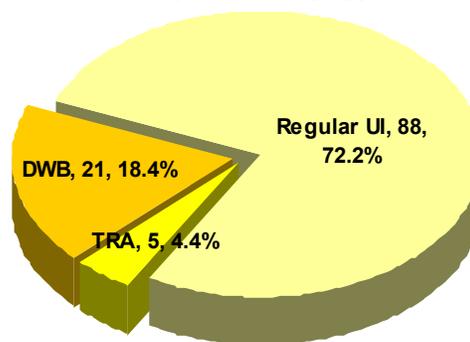
Compensation Status



UI Recipient	Number	Percent
Yes	114	65.9
No	59	34.1
Total	173	100.0

Crossing UI compensation with most recent industries of employment reveals further trends. All individuals who most recently worked in Manufacturing received UI compensation at some point during the past 5 years. Large percentages of individuals who worked in Retail Trade and Other Services also received UI compensation.

Compensation By Type



Compensation Type	Number	Percent
TRA	5	4.4
DWB	21	18.4
Regular UI	88	77.2
Total	114	100.0

¹ UI database extract includes data up until July 14, 2008. These data are more current than most of the other data in the report. This is partially due to the constant update of the UI database. Data extractions from the WR and OSOS databases were performed in mid June.

² This table breaks down the number and percentages of individuals who received UI compensation during the past 5 years by their most recent industries of employment. Most recent industries of employment were determined using wage records from the past 5 years (see employment section). Only the 7 industries with the largest numbers of individuals were included in this table. Only individuals with wage records were included as these records determined the most recent industries of employment.

CSSP Involvement

The majority of CSSP enrollees are participating in accredited community college or university programs. The largest number of enrollees, 57 individuals (32.9%), are in community college. The second most frequent education type is in the University of Maine System with 53 individuals (30.6%). There are 23 enrollees (13.3%) in UMaine System 2-year degree programs and 26 enrollees (15%) in UMaine System 4-year degree programs. Significant numbers of enrollees are also in CareerCenter and adult-education training. There are 8 and 18 individuals (4.6% and 10.4%) in these categories, respectively.

Number of Enrollees Per Education Type		
Education Enrollment Type	Number	Percent
Career Center	8	4.6
Adult Education	18	10.4
GED/HS program	6	3.5
Occupational skills	8	4.6
Other adult ed	4	2.3
Community College	57	32.9
2yr degree	47	27.2
Other Community College	10	5.8
UMaine System	53	30.6
2 yr. degree	23	13.3
4 yr. degree	26	15.0
Other UMaine	4	2.3
Non-University Private Coursework	6	3.5
Non-UMaine University	4	2.3
Other	20	11.6
Unspecified	7	4.0
Total	173	100.0

The most frequent education and training programs are for occupations in Healthcare, Transportation and Material Moving, and Management with 53, 26, and 22 individuals (30.6%, 15%, and 12.7%) enrolled respectively. Education programs for Registered Nurses are the most frequent for a single occupation, with 35 individuals enrolled. The second and third most frequent occupations are Tractor Trailer and Heavy Truck Drivers, with 13 individuals enrolled in each. The highest expected wages are for occupations in Management, followed by Computer and Mathematical and Healthcare occupations. The average expected hourly wage for all occupations is \$19.31.

Number of Enrollees Per Occupation and Expected Post-Enrollment Wages			
CSSP Enrollment Occupation	Expected Wage ¹	Number	Percent
Healthcare Practitioners and Technical	\$25.70	53	30.6
Registered Nurse	\$25.74	35	
Radiological Technician	\$22.88	6	
Respiratory Therapy Related	\$23.01	4	
Other	n/a	8	
Transportation and Material Moving	\$12.03	26	15.0
Tractor Trailer Truck Driver	\$14.85	13	
Heavy Truck Driver and Other	\$14.85	13	
Management, All	\$32.44	22	12.7
Community and Social Services	\$15.59	19	11.0
Mental Health & Substance Abuse Social Worker	\$18.71	7	
Mental Health, Substance Abuse, and Behavioral Disorder Counselor	\$19.31	5	
Social Worker, All Other	\$21.59	4	
Medical & Public Health Social Worker	\$17.88	3	
Computer and Mathematical	\$27.49	8	4.6
Education, Training, and Library	\$17.86	8	4.6
Healthcare Support	\$11.23	7	4.0
Office and Administrative Support	\$13.21	7	4.0
Installation, Maintenance, and Repair	\$16.53	6	3.5
Construction and Extraction	\$16.03	5	2.9
Other	n/a	12	6.9
Total	\$19.31 (avg)	173	100.0

¹ Expected Wage is derived from occupational median wages in the MDOL's "Analysis of High-Demand, High-Wage Jobs in Maine." Data for expected wages were also taken from BLS occupational employment and wage estimates. These wages reflect the expected earning level of enrollees once they have become situated in their CSSP specific occupations, rather than upon entry.

Comparing employment histories, expected occupations, and expected wages after CSSP involvement reveals further trends. The following chart showcases the expected increase in hourly wages for enrollees after their program completion.¹ Enrollees are broken into groups depending on the industries in which they are training. These Industries appear in the first column of the chart.² The second column totals the number of enrollees training for employment in each industry. The third and fourth columns average the most recent wages and expected increase in wages for the individuals training in each industry.

Looking at a specific industry allows to fully understand what this chart is saying. There are 26 individuals who are training for eventual employment in Transport and Warehousing. The average most recent hourly wage received by these individuals was \$11.79. Their average expected wage increase after completing the program is \$3.01, a 25.5% increase over their average most recent wage.

The average expected wage increase for all enrollees is \$10.80, a 102.4% increase over their average most recent wages. As previously described, those training for jobs in Transport and Warehousing have an average expected wage increase of \$3.01, which is at the lower end of wage increases. Towards the middle, those training for jobs in Healthcare and Social Assistance have an average expected wage increase of \$12.04, a 118.3% increase over their average most recent wage. Those who are training in Other Service based jobs are expected to have the highest wage increase of \$23.29, a 224.8% increase over their most recent hourly wage.¹

Expected Wage Increase per Program Industry				
CSSP Enrollment Industry	Enrollee Count	Most Recent Wage³	Expected Wage Increase⁴	Expected Percentage Increase
Transport and Warehousing	26	\$11.79	\$3.01	25.5%
Accommodation and Food Services	4	\$12.01	\$6.56	54.6%
Real Estate and Rental and Leasing	4	\$8.81	\$6.71	76.1%
Educational Services	8	\$10.09	\$7.77	77.1%
Construction	13	\$11.28	\$9.52	84.4%
Manufacturing	3	\$11.87	\$10.79	90.9%
Health Care and Social Assistance	81	\$10.18	\$12.04	118.3%
Professional, Scientific, and Technical Services	12	\$9.54	\$12.48	130.8%
Administrative and Support and Waste Management	7	\$10.52	\$15.06	143.1%
Other Services (except Public Administration)	9	\$10.36	\$23.29	224.8%
Other, All	4	\$14.48	\$17.89	123.6%
Total	171	\$10.55	\$10.80	102.4%

¹ Expected wage increases for each individual are computed by subtracting their most recent hourly wage from the current median wage of their intended occupation after completion of the CSSP. These individual expected wage increases are averaged in the fourth column.

² CSSP enrollment industries were determined by converting SOC occupation codes into NAICS industry codes. Not all occupations had clear industry equivalents, resulting in a slight margin of error.

³ Most recent wages are averages of individual most recent wages corresponding to each industry category.

⁴ Expected wage increases are an average of the individual expected wage increases corresponding to each category.

This section compares enrollees' employment histories over the past 5 years with their CSSP enrollment information. Specifically, employment industry changes and expected employment industry changes are investigated.

The first comparison is of individuals' industry hopping status and whether they are training in an industry that differs from their most recent industry of employment.² This analysis looks at the 163 individuals who had wages records over the past 5 years. Just looking at CSSP industry changes, 121 enrollees (74.2%) have chosen new industries to train in. That leaves 42 enrollees (25.8%) who are training in the same industries of their most recent employment. Crossing these data with industry hopping status, the largest number, 65 enrollees (39.9%), industry hopped and are enrolled in training programs for industries other than their most recent employment. There are 56 individuals (34.4%) who did not industry hop, but have chosen new industries to train in. There are 30 individuals (18.4%) who did not industry hop and are training in the same industry of their most recent employment. The smallest number, 12 individuals (7.4%), are in the same industry as their most recent employment, but industry hopped over the past 5 years.

Previous Industry Hopping and CSSP Industry Changes

		CSSP Industry Changes ¹		
		Different	Same	Total
Industry Hopping ²	No	56 (34.4%)	30 (18.4%)	86 (52.8%)
	Yes	65 (39.9%)	12 (7.4%)	77 (47.2%)
	Total	121 (74.2%)	42 (25.8%)	163 (100.0%)

CSSP Industry Changes—training in an industry that differs from the industry of most recent employment

Industry Hopping—employed in three or more industries over the 5 year employment period

The table below highlights major industry movements and changes from most recent employment to CSSP enrollment. The largest number of individuals were most recently employed in Healthcare and Social Assistance. Of those previously employed in Healthcare and Social Assistance, 33 individuals (70%) have continued CSSP training in the same industry. For most previous employment industries, significant numbers of individuals are entering Healthcare and Social Assistance. More than half of the individuals previously employed in Accommodation and Food services and Other Services have gone on to train in Healthcare and Social Assistance. Also notable, 9 of the 23 individuals previously employed in Manufacturing (43%) are training in Transport and Warehousing.

CSSP INDUSTRY MOVEMENT AND CHANGES ³			
Most Recent Industry of Employment	Move	Percent ⁵	Expected Industry of Entry After CSSP ⁴
Healthcare and Social Assistance	→	70% 6%	Healthcare and Social Assistance ⁶ Education Services
Accommodation and Food Services	→	61%	Healthcare and Social Assistance
Manufacturing	→	43% 14%	Transport and Warehousing Healthcare and Social Assistance
Retail Trade	→	41% 24% 18%	Healthcare and Social Assistance Transport and Warehousing Professional, Scientific, and Tech. Serv.
Admin. Support and Waste Management	→	36%	Healthcare and Social Assistance
Other Services	→	64%	Healthcare and Social Assistance
Unspecified	→	30% 30%	Healthcare and Social Assistance Retail Trade
Construction	→	44%	Construction
Finance and Insurance	→	50%	Healthcare and Social Assistance

¹ This describes whether an enrollee has entered training in an industry that is the same as his or her industry of most recent employment.

² Industry hoppers have been employed in 3 or more industries over the past 5 years, regardless of wage level and duration of employment.

³ Information in the table only reflects movements between industries of most recent employment and industries of CSSP enrollment for movement or changes of 3 or more individuals.

⁴ Expected industries were determined by converting SOC occupation codes into NAICS industry codes. Not all occupations had clear Industry equivalents, resulting in a slight margin of error.

⁵ These numbers are percentages of the total number of individuals most recently employed in a particular industry who are moving into another industry.

⁶ This is the only expected industry of entry with a significant number (3 or more) of individuals previously employed in it as well.

Summary of Findings

The enrollee pool is largely female, relatively young, and mainly Caucasian. Out of the 173 individuals, 111 (64.2%) are female. The median age of the enrollees is 33 years, significantly lower than the statewide median of 41 years. Ethnically, 93.6% of enrollees are Caucasian which mirrors Maine's population.

Most enrollees have completed secondary schooling, but few have continued onto the post-secondary level. Higher than the statewide average of 85.4%, 93.6% of enrollees have completed high school or its equivalent. On the other hand, compared to the statewide average of 22.9%, only 5.7% of enrollees have completed their senior year in college or higher. Data for degrees or certificates earned reflect the same patterns. Most enrollees have GED's or high school diplomas, but few have degrees beyond these.

Given that the enrollees are relatively young, it is not surprising that their family sizes are small. The average family size is just over 2 members while the statewide average is 2.9. The largest percentage, 36.4%, are the only members of their family. A significant number of enrollees are also single parents. Sixty-five individuals (37.6%) fall into this category.

Enrollees are largely non-disabled. Only 17 (9.8%), report themselves as having a disability. An unspecified number of these 17 individuals also report that their disability may result in severe impediment to their employment.

Averages of annual incomes for each family size are all below 200% of the federal poverty rate. Except for families with 5 members, all average family incomes are below 100% of the federal poverty level. Not looking at aggregate data, a large number, 100 individuals (57.8%), earn below the federal poverty level for their family size. This is significantly higher than the statewide rate of 11.5%. In terms of hourly wages, enrollees earn significantly lower than the statewide average of \$17.50. Almost all, 94.2% of enrollees, earn below this level. The average hourly wage for enrollees is \$10.55.

Geographically, enrollees are predominantly from central and eastern Maine. Penobscot, Washington, and Kennebec are the counties with the largest numbers of residing enrollees. On the other hand, Piscataquis, Waldo, Knox, and Lincoln counties have the fewest CSSP enrollees. Bangor, Lewiston, East Machias, and Waterville are the cities and towns with the largest numbers of residing enrollees.

Currently, 121 enrollees (69.9%) are unemployed. Looking at employment over the past 5 years, most enrollees had neither stable nor consistent employment. The largest number, 69 (42.3%), fit this category. On the other hand, 43 (26.1%) had been both stably and consistently employed, 37 (22.7%) had been stably but not consistently employed, and 14 (8.6%) had been consistently but not stably employed. Similarly, most enrollees, 63.2%, had changed their primary jobs three or more times in the past 5 years.

Also during the past five years, 47.2% of enrollees have been employed in three or more different industries. The largest percentage, 44.8%, had no clear primary industry of previous employment during this period. For 23.3% of enrollees, the primary industry of employment was Healthcare and Social Assistance. This was the most represented industry of primary employment. Industries of most recent employment show similar trends. For 28.8% of enrollees, the most recent job was in Healthcare and Social Assistance, with 15 individuals working in Nursing and Residential Care and 13 individuals working in Ambulatory Healthcare. Other prevalent industries of most recent employment were Accommodation and Food Services and Manufacturing, with 14.1% and 12.9% of enrollees respectively.

Aggregate employment data indicate a degree of seasonal employment. The number of jobs held by enrollees consistently peaks during the third quarter. Similarly, the number of jobs held by all enrollees moves inversely over time with the statewide unemployment rate. As the unemployment rate rises, the number of total jobs held drops. This relationship exists for almost all quarters of previous employment.

Of the 173 enrollees, 114 (65.9%) have filed for UI benefits during the past 5 years. Of these, 84 are currently receiving unemployment compensation. Looking at the most recent industries of employment for individuals who have received UI compensation during the past 5 years, there are some clear trends. All individuals who worked in manufacturing have received UI compensation. Over 75% of individuals who worked in Retail Trade, General Services, and Administrative Support also have received compensation. The percentage of individuals who worked in Healthcare and Social Assistance who received UI benefits is lower at 51.1%. In addition to UI benefits, 18.4% of recipients also have been on DWB and 4.4% have been eligible for TRA.

In the CSSP, the largest percentage, 32.9%, attends community college. The second largest percentage, 30.6%, attends schools in the University of Maine system. More than 10% of enrollees are partaking in adult-education training. The general occupational grouping for which most enrollees are training is Healthcare. There are 53 individuals (30.6%) in this category. The second and third most frequent groups with 15% and 12.7% of enrollees are Material Moving and Management. Within these, the most frequent occupations are Registered Nurses with 35 enrollees, and Tractor Trailer Truck Drivers and Heavy Tuck Drivers, each with 13 enrollees.

Most CSSP enrollees, 121 individuals (74.2%), are training for a career in an industry that is different than the one in which they were most recently employed. Only 42 individuals (25.8%) are training to work in the same industry. Of the 121 individuals that are training in new industries, 65 are the same individuals who changed their industry of employment three or more times over the past 5 years. Of those 42 who are training in the same industry, only 12 changed their industry three or more times over the past 5 years.

The most heavily represented industry for most recent employment, Healthcare and Social Assistance, also has the most individuals staying in the industry. Of the individuals who were employed in healthcare, 70% are continuing in the industry. Of the individuals who worked in Other Services, 60% are training in Healthcare and Social Assistance. Of those who worked in Accommodation and Food Services, 61% are training in Healthcare. Of those who worked in Manufacturing, 43% are training in Transportation and Warehousing.

Comparing the most recent wages of enrollees with their projected occupational wages after CSSP completion, individuals going into the Other Services category are expected to have the largest increase of \$23.29. Those going into Healthcare and Social Assistance are expected to have an increase of \$12.24. Those going into Transportation and Warehousing are expected to have the lowest increase of \$3.01. The average expected wage increase for all enrollees is \$10.80.

Conclusion

Enrollees tend to be young with small families; most are educated at the high school level and few have post-secondary degrees. Their income levels and hourly wages are low compared to statewide and national averages. Most are currently unemployed and have had inconsistent employment in the past. Large numbers have changed either jobs or industries two or more times in the past. In CSSP, most enrollees are attending accredited two year colleges or community colleges. Most enrollees are training for occupations in Healthcare, Material Moving, and Management. The primary occupations of training are in industries that individuals haven't previously worked in. Manufacturing, Retail Trade, and Accommodation and Food Services are Industries with large numbers of individuals training in new industries. These individuals are going into industries such as Healthcare and Material Moving.

This report is intended to serve as a first look to gauge the progress of enrollees throughout the course of their involvement in the program. However, for progress to be measured, individuals must be tracked throughout the future course of CSSP involvement and after program completion. Following are a few suggested areas of research:

- Enrollees' employment patterns during CSSP involvement
- Amount of funding allocated to each enrollee and its usage
- Performance of enrollees within their occupation specific programs
- The length of time for program completion
- Post-enrollment job search period length
- Post-enrollment occupations
- Post-enrollment employment patterns (stable, consistent, etc.)
- Post-enrollment income and wage levels
- Employer satisfaction with CSSP graduates

Viewing the program as an investment in both the Maine workforce and businesses, an effective way of measuring the return must be devised. Possible areas of evaluation include the program's effect on the Unemployment Insurance Fund, how effectively the program fills businesses' demand for skilled labor, and how effectively the program aids enrollees in finding new jobs and therefore increasing their income. Not until after these individuals exit the program and reenter the labor market will gains be quantifiable in the form of lower unemployment, higher skill levels, and higher wages.

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