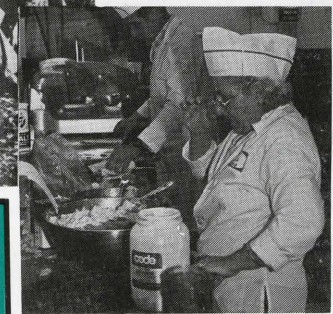
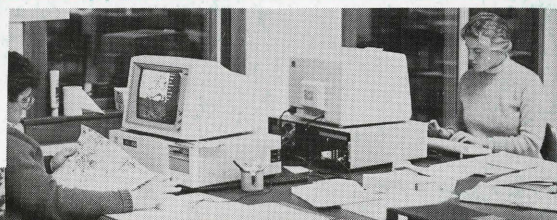
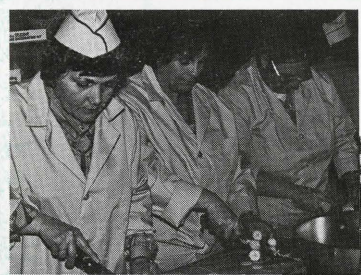


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Job Training



Yesterday, Today and Tomorrow...

Maine Job Training Council Annual Report to the Governor
Program Year 1985

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Job Training

Yesterday, Today and Tomorrow...

**Maine Job Training Council Annual Report to the Governor
Program Year 1985**



Patricia O. O'Connor
Chair, Maine Job Training Council

JOSEPH E. BRENNAN
GOVERNOR



PATRICIA O. O'CONNOR
CHAIR

MAINE JOB TRAINING COUNCIL

HOSPITAL STREET
STATION 55
AUGUSTA, MAINE 04333
(207) 289-2686

November 17, 1986

The Honorable Joseph E. Brennan
Office of the Governor
State House Station #1
Augusta, Maine 04333

Dear Governor Brennan:

On behalf of the members of the Maine Job Training Council, I take pride in presenting you with JOB TRAINING: YESTERDAY, TODAY, TOMORROW, our Annual Report of the Jobs Training Partnership Act (JTPA) programs in Program Year (PY) 1985.

The Annual Report provides an overview of employment and training activities performed in Maine under JTPA, as well as information on the Council, the Service Delivery Areas (SDAs), and some ideas for the future.

We are pleased with the accomplishments of Maine's two SDAs in PY' 85. Their JTPA programs met or exceeded the performance standards established by the U.S. Department of Labor. Additionally, Maine's SDAs targeted and served youth, AFDC recipients, and high school dropouts.

This Annual Report is presented with the hope that it will provide you and others interested in employment and training issues with an idea of the impact of such programs on Maine's residents.

Sincerely,

A handwritten signature in cursive script that reads "Patricia O'Connor".

Patricia O'Connor
Chairperson
MAINE JOB TRAINING COUNCIL



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A Statistical Supplement is available upon request.
Contact the MJTC office at 207-289-2686
or State House Station, #55, Augusta, ME 04333

History of Job Training

Labor legislation's roots in the United States can be traced back to the Missouri Compromise of 1820, which was passed because the invention of the cotton gin prolonged slavery as a labor system. The Missouri Compromise gave each state the option of using free labor or slave labor.

The first government subsidized work programs were established during the 1930's. During its nine years, the Civilian Conservation Corps (CCC) took some 2.5 million young men from the ranks of the unemployed and put them to work. The Maine CCC built the Appalachian Trail from New Hampshire to Mount Katahdin, ran roads through Evans Notch and around Acadia National Park, built a highway up Cadillac Mountain, and carved out Camden Hills State Park and the Moosehorn Wildlife Refuge.

The Works Progress Administration (WPA) followed the idea that whenever possible, a jobless man should be put in his own line of work. WPA found a new way to use its appropriations by making the federal government a patron of the arts. WPA recruited thousands of unemployed artists and assigned them to projects in their areas of expertise. Composers wrote and actors entertained. Some 30 million people saw stage shows. By 1940, a whole generation of painters and writers had served their apprenticeship on the WPA.

After World War II, fear of the return to severe unemployment led to the passage of the Full Employment Act of 1946. This legislation expressed the federal government's commitment to "promote maximum employment, production, and purchasing power

and to provide opportunities for those able and willing to seek work."

The emphasis of employment and training legislation between 1963 and 1970 was on remediating the difficulties of the poor and disadvantaged who lacked the preparation, experience, and skills to get and hold a job. The new programs designed to enhance their employability focused on remedial education, training, and work experience. The programs were authorized through the Manpower Development and Training Act (MDTA) and the Economic Opportunity Act (EOA). The Neighborhood Youth Corps and Job Corps originated as part of the EOA.

By the end of the 1960's, there were more than 17 programs, each with its own legislation and organization base, funding source, and regulations. Out of these so-called





categorical programs flowed 10,000 or more specific manpower projects, often several in the same community competing for the same clients and resources. The programs generally were conducted through public and non-public agencies but not through local governments themselves. It was not until the end of 1973 that Congress and the Administration agreed upon a manpower reform bill and the Comprehensive Employment and Training Act was passed.

In 1978, amendments to the Act established the clear objective of providing

economically disadvantaged, unemployed, and underemployed persons with the kinds of job training and employment opportunities that would result in increased economic self-sufficiency for the participants.

In the summer of 1982, the Senate passed its Training for Jobs Act, and the House passed its Job Training Partnership Act (JTPA). After weeks of bargaining, a House-Senate conference committee struck a compromise that the President found acceptable. On October 13, 1982, the Job Training Partnership Act became law.

JTPA continues the federal government's long-standing policy commitment of providing opportunities for America's economically disadvantaged population in training for and securing employment. In addition, JTPA further provides employment and training services for dislocated and older workers.

An important partner in the JTPA decision-making process is the private sector. Individuals from local communities serve on Private Industry Councils (PICs) and work in partnerships with local governments to determine how JTPA will operate in their communities.

The Act increases the State's responsibilities for the general administration of the program and maintains discretion in the design of local training activities.

Today, CCC alumni feel that some kind of program is needed to save those who are falling through the cracks of society. That's what the CCC did 50 years ago. JTPA is not a public service program like the CCC was, but it does provide some of those needy persons with something to grab on to and help themselves from being a casualty of society.

MJTC Activities

The Maine Job Training Council (MJTC) is an advisory council appointed by the Governor. The composition of the Council is mandated by the Job Training Partnership Act, which requires it to reasonably represent the population of the State. One-third of the Council's membership must be drawn from the State's business sector, with membership from the Legislature, State agencies, local governments, the general public, and the eligible population also proportionately represented.

The major responsibilities of the MJTC are mandated by the Job Training Partnership Act of 1982 and Executive Order 9, FY 82/83. These major responsibilities may be broken into three areas:

1. **Advisory**

Develop and recommend to the Governor, policies for the State's

employment and training programs

2. **Coordination**

Develop and recommend to the Governor, activities which lead to the coordination of the State's employment and training programs

3. **Review**

Review and certify JTPA Job Training Plans, Job Service Plans, and plans of other employment and training organizations.

The MJTC implements its policy formation and coordination activities through the publication of the Governor's Coordination and Special Services Plan. The GCSSP is sent to the Governor for approval after which it becomes the central guide for overall policy and coordination activities.



The members of the MJTC are:

Patricia O'Connor, Chair	Business Executive
Donna Ferro, Vice-Chair	Personnel Specialist
Julia Nault	Business Executive
Patrick Labbe	Business Executive
Donna Holland	Personnel Executive
C.W. Hendershott	Business Executive
Les Stevens	Director, State Agency
Diana Scully	Director, State Agency
Stephen Bost	State Representative
Nancy Clark	State Senator
Richard Redmond	Commissioner, State Agency
David Ward	Bath Iron Worker

Evelyn Bissonette
Kenneth Allen
Jeanne Hebert
Susan Almy
Nancy Rines
Lucille Guay
Patricia McDonough
(ex-officio)

MJTC Staff include:

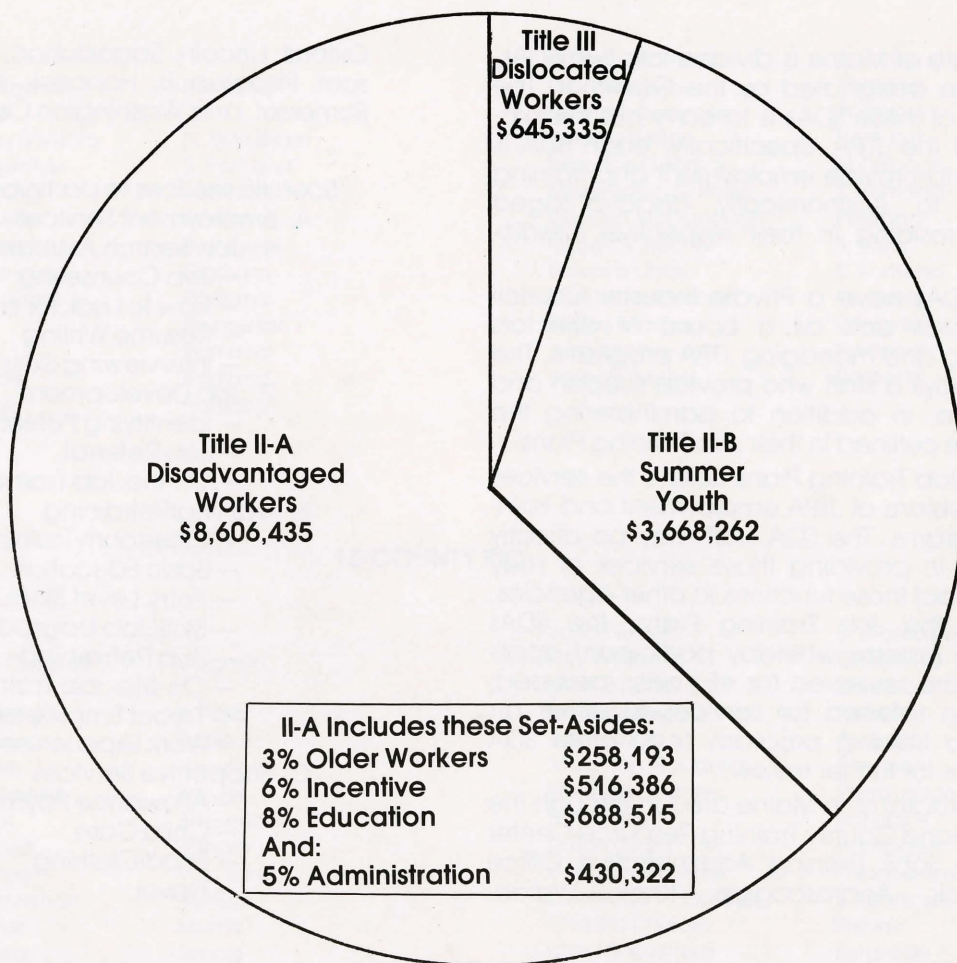
Justin Smith
Alan Cox
Adele O'Connor Sullivan
Elaine Brann

Administrator
School Board Member
Dislocated Shoe Worker
Registrar of Probate
County Commissioner
City Councilor
Commissioner of Labor

Acting Executive Director
Planner
Special Project Coordinator
Secretary

Funding for JTPA Programs PY'85

Maine Total
\$12,920,032



The pie chart illustrates JTPA funding levels for PY '85. Titles II-A and II-B are administered by Maine's two SDAs. The table shows their funding levels.

	SDA Funding	
	15-County SDA	Cumberland County SDA
Title II-A	\$ 7,059,315	\$ 846,492
Title II-B	3,099,004	569,258
Totals	\$10,158,319	\$1,415,750

Service Delivery Areas

The State of Maine is divided into two SDAs, which are designated by the Governor. The purpose of these SDAs is to carry out the provisions of the JTPA. Specifically, each SDA is required to provide employment and training services to economically disadvantaged persons residing in their respective jurisdictions.

Both SDAs have a Private Industry Council (PIC), which acts as a board of directors operating and managing JTPA programs. The PIC employs a staff who provide support and assistance, in addition to administering the programs outlined in their Job Training Plans.

These Job Training Plans outline the services and provisions of JTPA employment and training programs. The SDA staff may be directly involved in providing those services or may subcontract those functions to other agencies. Through the Job Training Plans, the SDAs establish systems whereby participant applications are reviewed for eligibility, assessed, and then referred for services to either an identified training program or to other SDA programs for further review.

JTPA programs in Maine are run through the Cumberland County Training Resource Center and the Jobs Training Administrative Office (Aroostook, Androscoggin, Knox, Waldo,

Oxford, Lincoln, Sagadahoc, Franklin, Penobscot, Piscataquis, Hancock, Kennebec, York, Somerset, and Washington Counties).

Specific services to participants include:

- A. Employment Services
 - 1. Job Search Assistance
 - Job Counseling
 - How to Look for a Job
 - Resume Writing
 - Interviewing Skills
 - 2. Job Development
 - Identifying Potential Job
 - Job Referral
 - On-the-Job Training
- B. Training/Retraining
 - Classroom Training
 - Basic Education
 - Entry Level Skills Training
 - Skill/Job Upgrade Training
 - Job Retraining
 - On-the-Job Training
 - Tryout Employment
 - Work Experience
- C. Supportive Services
 - Allowance Payments
 - Child Care
 - Food/Clothing
 - Travel

CUMBERLAND COUNTY PIC

CHAIR

Joseph Bergwall

Portland

VICE-CHAIR

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N. Windham

Maxine Beecher

S. Portland

Linda Blessing

Portland

Donna Childs

Portland

John Gerard

Brunswick

Robert Gilmore

Gorham

Lawrence Gross

Portland

Philip Holt

Brunswick

Ed Scott

Portland

Wilfred Sirois

Portland

Robert Traill

Portland

William Warren

S. Portland

Gary Whitney

Portland

Mitchell Ambrose

Portland

Brenda Breton

Portland

Maurice Geoffroy

N. Sebago

Mary-Robin Guthrie

S. Portland

Richard McDonough

Portland

Robert S. Michel

S. Paris

Edward Libby

S. Portland

Don MacNamara

Portland

Shirley Morgan

Portland

Judy Motherwell

Portland

Joseph Penna

Portland

15-COUNTY PIC

CO CHAIR

Stephen R. Crockett

Augusta

CO CHAIR

Roland L. Sutton

S. Paris

Nathan Cohen

Eastport

Ryan Fendler

Newport

Benjamin Haskell

Brewer

Fred J. Kahrl

Arrowsic

Maurice Shea

Bangor

Patrick Labbe

Van Buren

David MacMahon

Auburn

Jethro Pease

Morrill

Virgil Starbird

Strong

C.W. Hendershott

Sanford

Robert Reny

Damariscotta

John Purcell

S. Thomaston

Roy Williams

Greenville

John Binette

Biddeford

Nelson Megna

Auburn

John Corsa

Augusta

Maureen Goudreau

Rumford

Norman Fournier

Presque Isle

Brian Flynn

Bangor

Ralph Grant

Hampden

Daniel Fongemie

Presque Isle

Lawrence V. Cooper

S. Lebanon

Charles O'Leary

Brewer

Rona Backstrom

Belgrade

Shirley Ouprie

York

JTPA Performance for PY'85

July 1, 1985 to June 30, 1986

When the U.S. Congress wrote the Job Training Partnership Act, it saw job training not as an expense, but as an investment in human capital. The language of the Act requires that, for the major JTPA employment training program (Title II-A of the Act), the performance standards should measure:

- (1) increased employment,
- (2) increased earnings, and
- (3) reduction of welfare dependency, in order to determine if the investment in training is paying the expected dividends.

Maine Title II-A: Performance Standards and Actual Performance.

Management decisions are made by the states when implementing performance standards. These decisions include adding standards to reflect particular state objectives, and adjusting standards to take account of area conditions.

There are four standards developed for adults and three for youth required by the JTPA. Since there is unanimous agreement that a job is the best measure of a successful training program, three of the performance standards are the **entered employment rates** for adults, youth, and adult welfare recipients. To measure increased earnings potential, the **average wage at placement** is determined for adult participants who are placed in a job when they complete their

programs. The **youth positive termination rate** is the percentage of youth participants who entered employment, registered in an apprenticeship program, returned to school, entered the armed forces, completed a major level of education, or attained a Private Industry Council certified competency.

As an additional measure of performance, the **adult cost per entered employment** is the total adult Title II-A expenditures divided by the number of adults who entered employment. Similarly, the **youth cost per positive termination** is the final mandated performance standard.

The statewide performance record for Maine is presented in the table below. The standards, adjusted to local conditions, and the actual performance are shown for PY 1985. Also, the actual performance for Maine, New England, and the Nation during PY '84 are listed for comparison.

JTPA Title II-A Performance					
	PY 1985		py 1984		
	Performance Standard MAINE	Actual Performance MAINE	MAINE	New England	Nation
ADULT					
Entered Employment Rate	69.0%	79.0%	79%	70%	67%
Cost per Entered Employment	\$4,537	\$2,374	\$2,831	\$3,449	\$3,314
Average Wage at Placement	\$4.37	\$4.66	\$4.50	\$5.13	\$4.79
Welfare Entered Employment Rate	55.9%	74.7%	72%	60%	57%
YOUTH					
Entered Employment Rate	43.6%	55.9%	59%	56%	52%
Positive Termination Rate	78.2%	74.6%	75%	63%	62%
Cost per Positive Termination	\$3,721	\$2,742	\$1,807	\$3,127	\$3,076

How Maine Compares During PY 1985

Maine's actual performance exceeded all standards during the 1985 program year except for the youth positive termination rate. Low minority population and Maine's currently low unemployment rate inflate this standard, and successful terminations of 75% of youth participants is certainly a satisfactory rate. Actual performance for PY '84 and PY '85 show improvement or similar operating levels for most, and no significant decline of any Maine JTPA level of performance.

Since PY '85 ended June 30, 1986, no regional or national statistics are available for comparison. However, statistics from PY '84 are available.

During PY 1984:

- A larger percentage of MAINE JTPA participants were successfully placed in jobs.
- Cost per participant was lower.
- The average wage at placement in Maine was 6% lower than the Nation and 12% lower than New England. It should be kept in mind that Maine's per capita income is 19% lower than the Nation, and 24% lower than New England (U.S. Dept. of Commerce, 1982).
- Maine had a higher percentage of welfare participants entering employment.

The 2 SDAs

The State of Maine adjusts the mandated performance standard levels for its two service delivery areas to reflect local conditions. The adjusted performance standards and the actual performance achieved during PY '85 are shown in the following table.

Performance is important to the SDAs since the distribution of "incentive grant money" provided by JTPA is based on how actual performance exceeds the performance standards. Note that Maine's SDAs monitor

three additional standards to measure Title II-A performance:

1. The percent of funds spent on youth,
2. The percent of enrolled AFDC clients, and
3. The percent of enrolled high school dropouts.

Performance goals are set and expressed as a percent of participants to be served by each SDA. Actual performance exceeded the planned goals in every case for these three additional standards, indicating that the SDAs operated well when judged by these performance statistics.

Some general statements about the performance outcomes for the SDAs during PY 1985 follow:

- Standards for entered employment were exceeded in all cases.
- Actual cost per successful participant was substantially less than the performance standard.
- Actual youth positive termination rate was slightly under the standard in the 15-County SDA and exceeded the standard in the Cumberland County SDA.

While detailed analysis is beyond the scope of this brief article, it is clear that both SDAs are operating well when judged by these performance statistics.

JTPA Title II-A Performance PY 1985				
	SERVICE DELIVERY AREA			
	15-County		Cumberland County	
	Performance Standard	Actual Performance	Performance Standard	Actual Performance
ADULT				
Entered Employment Rate	63.2%	78.6%	63.4%	82.4%
Cost per Entered Employee	\$4,609	\$2,415	\$3,841	\$1,955
Average Wage at Placement	\$4.35	\$4.64	\$4.34	\$4.91
Welfare Entered Employment Rate	50.6%	73.8%	59.0%	82.8%
YOUTH				
Entered Employment Rate	42.3%	54.5%	56.3%	75.2%
Positive Termination Rate	77.5%	73.8%	80.2%	86.2%
Cost per Positive Termination	\$3,795	\$2,038	\$2,929	\$2,274
ADDITIONAL STANDARDS				
Percent of Funds Spent on Youth	35.0%	39.9%	36.5%	43.0%
Percent of AFDC Enrollments	20.0%	27.4%	22.0%	27.3%
Percent of High School Dropouts	22.0%	23.9%	25.0%	34.3%

JTPA Programs

The Job Training Partnership Act (JTPA) authorizes the use of federal funds for the establishment of programs to prepare youth and unskilled adults for entry into the labor force. JTPA provides job training to those economically disadvantaged individuals and other individuals who face serious barriers to employment (TITLES II-A, II-B), as well as to workers displaced or dislocated because of business closings or layoffs (TITLE III).

Additionally, there are funds available for

use under TITLE II-A to provide financial assistance to any education agency promoting cooperative agreements between education and employment training agencies (EDUCATION GRANT). Also available under TITLE II-A are funds for training and placement of older individuals (OLDER WORKERS GRANT).

A description of some of the types of programs offered by Maine's Service Delivery Areas (SDAs) follows.

Title II-A

The goal of the Job Training Partnership Act's major training program, Title II-A, is to provide employment and training to economically disadvantaged youth and adults. According to the law, it is also of primary concern that school dropouts, veterans, offenders, displaced homemakers, those who have limited English proficiency, teenage parents, handicapped, older workers, alcoholics, addicts, or others who have encountered barriers to employment, be served in the same proportion as their incidence in the population.

In Maine, JTPA planners use data from a variety of sources to determine what percentage from each group must be served so that there is equitable service to the economically disadvantaged population. For example, if 25% of the economically disadvantaged population is made up of dropouts, then the deliverer of JTPA programs in that area must have 25% of their participants considered as dropouts.

A total of 5,262 persons were served throughout the state by Title II-A JTPA programs during PY '85. Equitable service levels were demonstrated by the number of parti-

cipants served in the various target groups within the economically disadvantaged population. Note here that statewide 25% of participants under this Title were high school



dropouts, and 27% were recipients of Aid to Families with Dependent Children. In Maine, the JTPA is reaching those that the program was designed to help and, as evidenced by the article on performance standards, it is doing rather well.

Title II-B - SYETP

The Summer Youth Employment and Training Program (SYETP) is funded by the Job Training Partnership Act which provided \$3.6 million to Maine in 1985 so that economically disadvantaged youth could receive a summer job combined with employment competency training.

The 15-County Private Industry Council (PIC) was notified by the National Alliance of Business that the PIC was "selected from a field of more than 225 nominees from across the nation ... to receive the award in recognition of its outstanding commitment and generous support of the Private Sector Summer Job Program."

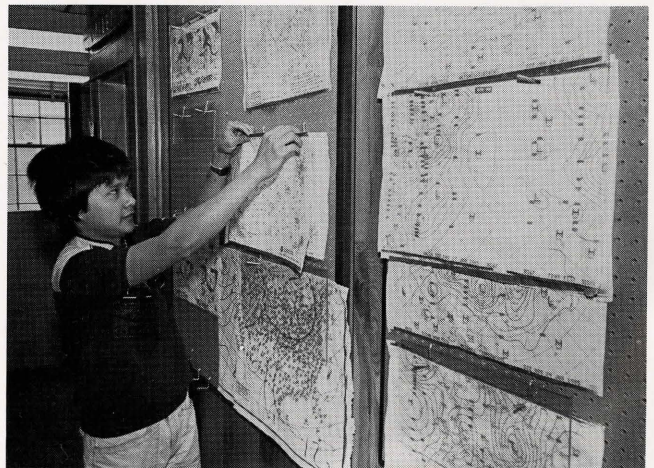
Some services offered by this program are basic and remedial education, institutional and on-the-job training, work experience programs, employment counseling, occupational training preparation for work, outreach and enrollment activities, employability assessment, job referral and placement.

Maine also initiated and served as a national model for the Youth Competencies, which determine whether an individual is job ready by the documentation of particular competencies in a variety of categories. Some of the specific competencies include identifying skills and aptitudes, providing reliable transportation, completing a job application, and many more.

Bobby-Jo, a SYETP participant in Kennebec County, worked for a nursing home food service "setting-up and delivering" trays to the

patients. She really liked the atmosphere and the people she worked with. Bobby-Jo said that she would "definitely recommend the program to someone else."

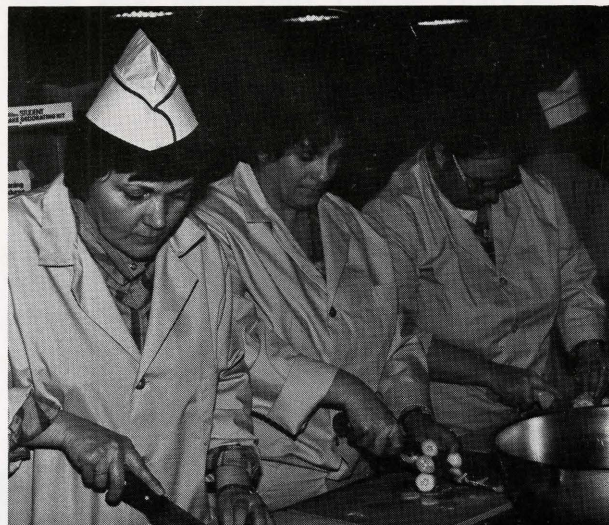
The Kennebec Job Training Office staff found out what kind of occupations interested the seventeen year old girl and matched her to a job in a health care food service. She is currently enrolled in the food service program at the Capitol Area Regional Vocational Center in Augusta. Her summer job just reinforced her interest in the field and Bobby-Jo says that she would like to "go to work in a hospital or nursing home food service after graduation."



Title III Programs

Workers who have lost their jobs as a result of layoffs or plant closures and are unlikely to be re-employed in the same occupation are considered dislocated or displaced workers. Maine, like many states in the industrial Northeast and North Central areas of the country, has recently experienced a dramatic increase in the extent of dislocated worker problems. The large number of shoe plant closures has received considerable publicity, but closures, layoffs, and general industrial stagnation or decline have also occurred in the food processing, textile, apparel, lumber and wood products, farming, and paper industries. Various estimates place the number of dislocated workers in Maine at between 4,000 and 6,000 persons annually since 1980. It is in this context that one of the important purposes of JTPA is carried out — providing employment training services to dislocated or displaced workers.

During PY 1985, eleven projects were funded in Maine, with \$1,884,897 of JTPA funds earmarked for dislocated workers. Five of the projects served workers dislocated from the shoe industry; two projects served long-term unemployed individuals; and one project each was aimed to serve persons from wood products, apparel, food processing, and paper industries. Each project was planned on the basis of local need or crisis and was operated by the local service provider agency that provides all other JTPA services in specific local areas of the SDAs.



A total of 1,270 displaced workers were served by JTPA in PY 1985, with a significant percentage (67%) being women. Although a majority of the workers displaced from the shoe and apparel plants were female, the high overall service level to women represents a concentrated effort by JTPA to combat the trend of growing levels of poverty among women.

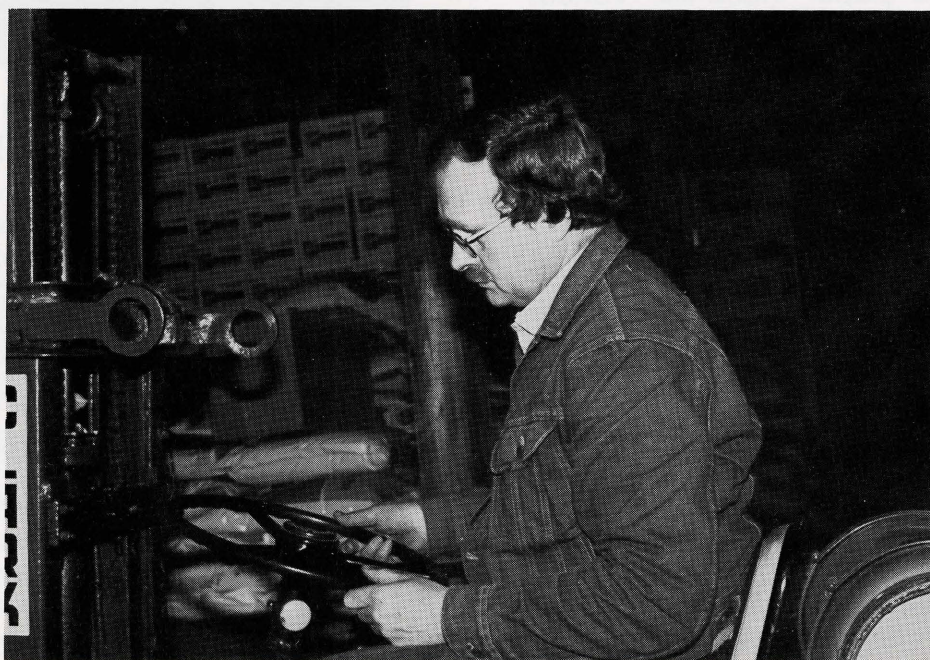
The length of time to complete JTPA activities lasted 24 weeks for the average dislocated worker participant. Most individuals began the program in a five-day transition workshop that focused on the emotional aspects of job loss, skill and job interest assessment, and job search training, including resume development and

interviewing techniques. A substantial number of participants, 27%, took part in basic academic skill upgrading, particularly reading, writing, and math skills. Most importantly, 78% of participating individuals undertook some type of occupational skill training and retraining (27% on-the-job and 51% in classroom study).

The overall results of the dislocated worker programs for the past year were very satisfactory, with 80% of the 861 individuals who completed the program having entered unsubsidized jobs (409 persons were continuing their training on July 1, 1986, the start of the new program year).

Mark of Lewiston is one dislocated worker

whose life has changed for the better thanks to JTPA. When a Rumford shoe shop closed, Mark lost his job cementing and assembling sandals. One of the first things he did was contact Mountain Valley Training, the service deliverer for Androscoggin, Franklin, and Oxford Counties. After assessing Mark's vocational interests and aptitudes, MVT sent Mark to the Central Maine Vocational Technical Institute, where he earned an Associates Degree in Machine Tool. Mark says MVT provided him with "the best opportunity I've had for education." He says the dislocated worker program is a "good program that anyone who can, should take advantage of." Mark now works in the machine shop of a South Portland company.

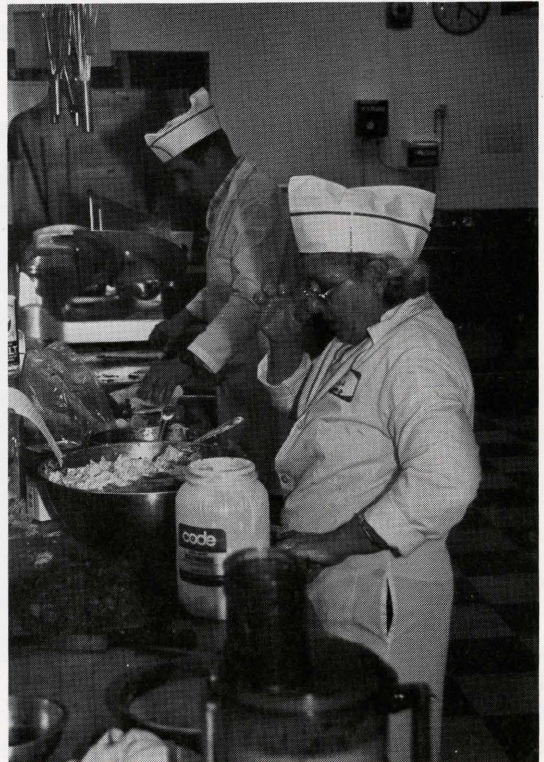


Older Workers Grant

Job training is helping eligible individuals 55 years and older to get jobs. Special programs for older workers funded by JTPA and administered by the local service deliverer are enabling individuals to be trained for a variety of new careers.

Joyce, of Mars Hill, is currently employed by a health center in her home town, thanks to a program offered by Aroostook County Action Program (ACAP). Her training as a certified nurses aide began in workshops that helped determine her skills and interests. The ACAP program paid for her training and provided support assistance to enable her to participate.

Joyce said that after being out of school for so long, "it was a little difficult, until I got settled into the routine." She loves her new job, and the work she is doing is a whole new and interesting career as well as a wage-earning opportunity. The new CNA "wholeheartedly recommends the training program to others who are looking for work." Joyce adds that "I am more than satisfied; I am happy."

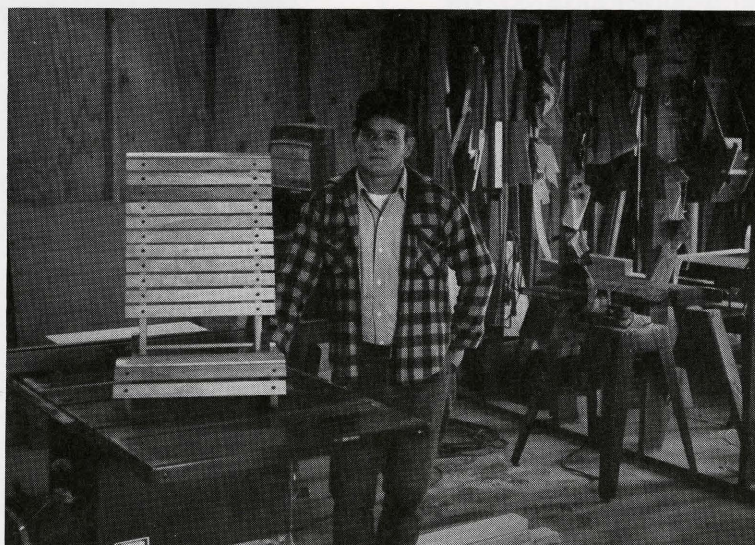


Education Grant

Program Year 1985 saw Aroostook County's 8% education monies used to fund the Self-Employment Training Program. This unique program conducted training in self-employment skills for a specifically defined group of individuals who possessed barriers to employment such that their only viable option for attaining any degree of self-sufficiency was

in the form of low interest loans for low income entrepreneurs.

One participant in the program enrolled with a desire to start his own woodworking business. He had little knowledge of what was actually involved in starting a business. When the eight-week classroom training at UMFK was completed, the gentleman was ready to



through self-employment.

Ten people were served by the program which was a cooperative effort of the Aroostook County Action Program (ACAP), the University of Maine at Fort Kent, and the Job Start Program funded through a Finance Authority of Maine (FAME) demonstration project. The FAME project provides startup money

be his own boss. His application for a low interest Job Start Program loan has been approved by the local Job Start Advisory Board and now awaits final approval from FAME. The soon to be businessman praises the program and says that "if not for the self-employment program he would never have gotten as far as this."

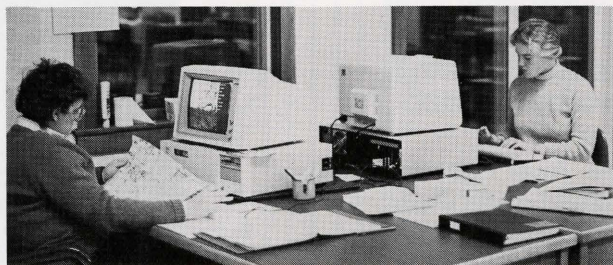
Cooperative Efforts

Cooperative job training efforts are thriving in Maine, and Coastal Enterprises, Inc. (CEI) of Wiscasset is a catalyst in southern and coastal Maine.

CEI's Small Business Finance and Employment Training Project is a joint effort in the purest sense. The strength of this project lies in the network of support and coordination that is an integrated part of its development. The Cumberland County Training Resource Center (TRC), the service deliverer for the Cumberland County SDA, as well as the Welfare Employment, Education and Training

trained for jobs in telemarketing and as photo mechanical technicians. After their 12-week training period, participants are absorbed into the company's workforce.

In Northern Maine the Aroostook County Action Program (ACAP), the service deliverer for Aroostook County, and the Department of Human Services' Welfare Employment, Education and Training (WEET) Program teamed up with Northern Maine Vocational Technical Institute (NMVTI) to provide fifteen men and women with a six-week truck driver training school. The program, held on the



(WEET) Program, Displaced Homemakers, Vocational Rehabilitation, and others work together to deliver successful programs.

An example of this success is the project which recruits trainees and places economically disadvantaged persons with a Maine publishing company. CEI financed the expansion of the company while TRC and WEET combine efforts to provide the labor. A JTPA job developer along with a WEET specialist team up to recruit eligible persons, test their abilities, and refer them to the company. Eligible participants then are set up in Title II-A on-the-job training (OJT) slots at the company and

NMVTI campus, included both classroom and field instruction.

The successful program never would have been possible without the assistance and cooperation of a number of area businesses. Presque Isle area businesses loaned road tractors, trailers, driving areas, log books and other equipment. The support and assistance of the private industry community allowed the 15 enrollees to get in as much driving time as they wanted. The program didn't end after graduation; ACAP counselors were available for job search assistance.

Maine's People

The 1970's saw changes in Maine's population and lifestyle. As a result, there are now more people of working age in the labor force than in past decades.

During the 1970's Maine's labor force increased by 24% for three reasons:

1. the "baby boomers" reached adulthood;
2. immigration of highly educated persons; and
3. large numbers of women entered the labor force.

However, the trend of the past decade will not continue because the growth in the working population has slowed significantly. The key demographic changes of this decade are a decline in the number of persons entering the labor force and the increased participation of women in the labor force.

A variety of social changes must also be considered to have a direct effect on Maine's labor force. These include: the persistent high rate of divorce and teenage pregnancy; the high rate of high school dropouts; the growing number of dislocated workers; and the increasingly elderly population.

Today, Maine's labor force is generally highly educated, despite the prevalence of functional illiteracy in some areas. Maine has a higher percentage of high school graduates per 1000 population than other New England states, except Massachusetts.

In the past, new entrants to Maine's work force, with a high school diploma or less, could find a relatively stable job in shoe shops, textile and paper mills, lumber yards, or on the farm. Now, things are quite different, and em-

ployment options for this segment of the population are more limited. Generally these persons are becoming more restricted to low-wage, part-time jobs in retail trades, seasonal tourism, and custodians or clerks. Consequently, for these employees there is a



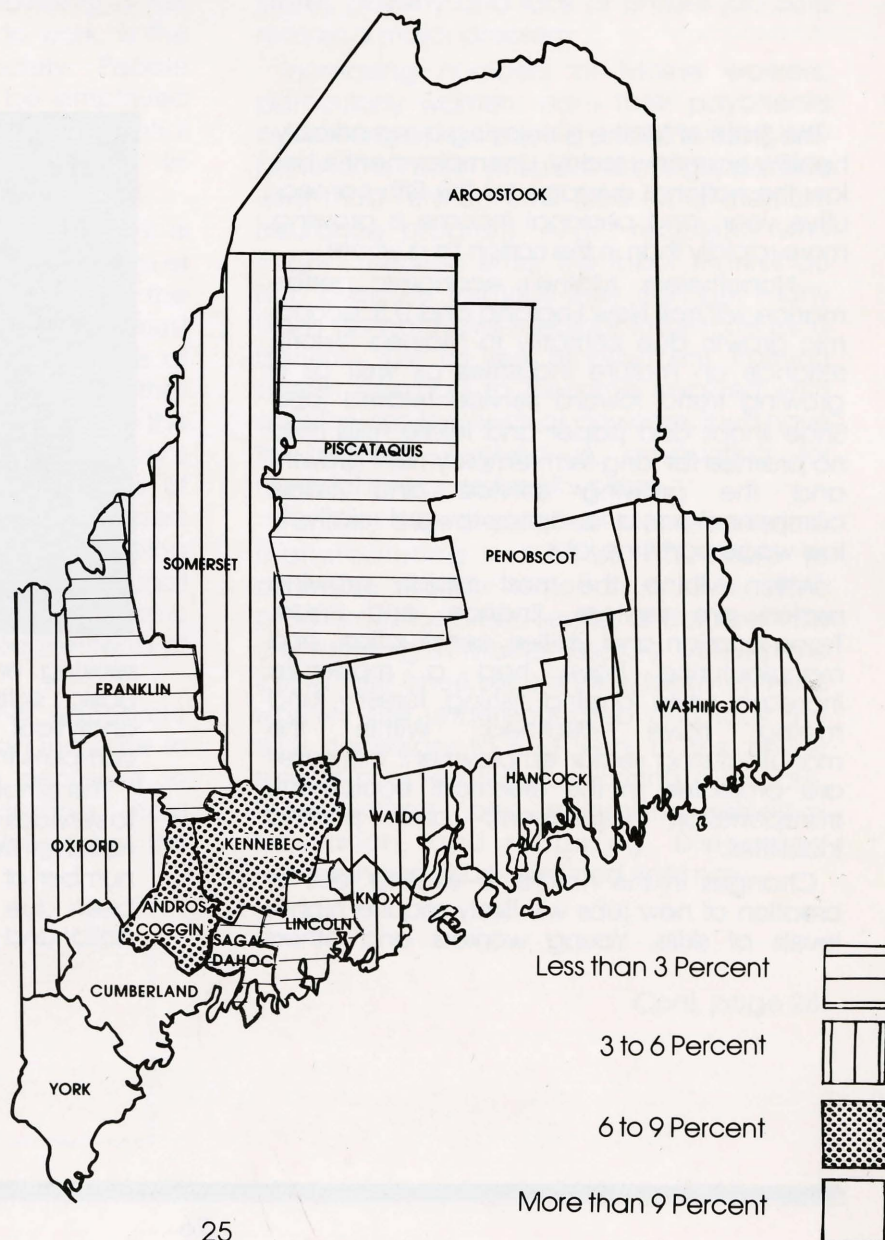
high seasonal dependence on unemployment benefits and public assistance. In addition, these kinds of jobs generally do not provide health insurance, sick leave, and pensions.

Amidst economic change, Mainers continue to demonstrate their classic strengths which include a strong work ethic, an overall high level of education, inventiveness, and adaptability.

Distribution of Maine's Economically Disadvantaged

Disadvantaged by County* Estimated Number of Individuals Eligible for JTPA Programs

Androscoggin	1,2900
Aroostook	15,620
Cumberland	25,340
Franklin	3,620
Hancock	6,880
Kennebec	13,330
Knox	5,500
Lincoln	4,440
Oxford	6,840
Penobscot	19,460
Piscataquis	2,590
Sagadahoc	3,480
Somerset	7,940
Waldo	5,780
Washington	7,840
York	15,400
Statewide	156,960



*U. S. Bureau of Census

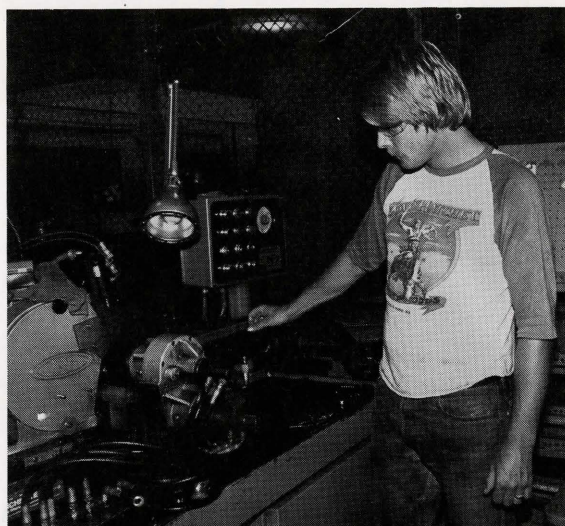
Maine's Economy

The State of Maine is enjoying a remarkably healthy economy today. Unemployment is below the national average for the fifth consecutive year, and personal income is growing more rapidly than in the nation as a whole.

Nonetheless, Maine's economic performance will trail New England and U.S. economic growth due primarily to Maine's historic reliance on mature industries as well as a growing trend toward service related jobs. Shoe shops and paper and textile mills hold no promise for long-term employment growth, and the growing service and trade component has a tendency toward relatively low-wage part-time jobs.

Within Maine, the most rapidly growing sectors are services, finance, and trade. Transportation and utilities, construction, and manufacturing have had a moderate increase, while farming, fishing, forestry, and mining have declined. Within the manufacturing sector employment increases are projected in the electrical equipment, transportation equipment, and printing industries.

Changes in the nature of existing jobs or creation of new jobs will likely require higher levels of skills. Young workers and others



seeking entry-level jobs will need to have basic skills as well as problem solving, analytical and communications skills to compete in the changing work force.

The employment shift from goods-producing to services is not unique to Maine; it is part of a national trend. The slow growth rate in the number of manufacturing jobs nationally has been due in part to the strength of the U.S. dollar and growing foreign competition.

The Future of Job Training in Maine

Productive employment, providing a fair wage for all those who wish to work, is the backbone of a healthy society. People without the skills needed to be employed are unable to achieve their human potential and may well become a liability to themselves and to the society they live in.

As we move toward the year 2000, it is becoming more clear that Maine's system of job training must not only respond to the human needs of the unemployed, but must also respond to the changing demands of the labor market. It is widely believed that the current trends which will become the important characteristics of tomorrow's labor market all add up to shortages of properly trained workers for tomorrow's best jobs. It is critical to the economic well-being of the State of Maine to take the steps that are necessary to ensure the existence of a work force that will meet the requirements of the new labor market.

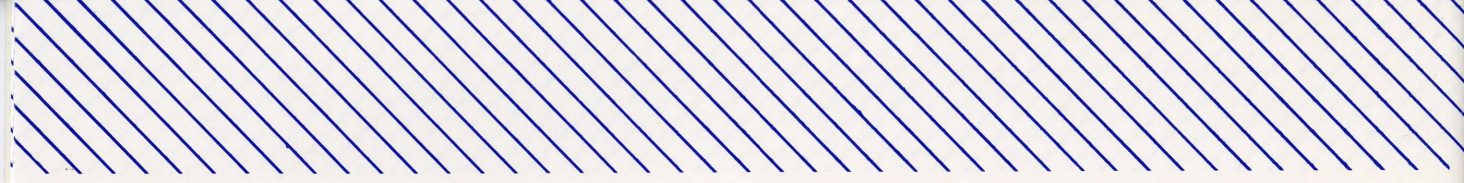
Despite Maine's increasing economic well-being, as measured by an increase in per capita income and a decrease in unemployment rates (occurring most notably in the southern coastal part of the

State), poverty and lack of proper job skills remain a major problem.

Increasing numbers of Maine workers, particularly women, earn their paychecks by working at low paying jobs providing few benefits, a major problem for single parents who must rely on their jobs for a medical insurance program. AFDC recipients who might otherwise enter the labor market do not, because the jobs they can get many times do not have medical insurance as a benefit. Just as the employment training system has had to become involved with corollary services such as day care, it will have to become involved in advocating for medical insurance for all workers.

Further, the decline of Maine's mature manufacturing industries has lead to extensive worker dislocation. The once prosperous footwear, textile, and paper mills are faltering in Maine. Factory workers are losing their once secure jobs. Many of these workers are undereducated and lack the skills necessary to find work in the newer service oriented jobs becoming available. These workers need counselling, remedial education, and retraining. Dislocated workers need to be retrained right now.

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Therefore, it is clear that the public sector employment and training "system" must respond to the needs of Maine people, despite diminishing federal funding. Alternative sources for funding must be developed to provide the education, training, and retraining necessary to support economic growth. Specifically, the Maine Job Training Council supports the development of State legislation which will provide direct State funding to the JTPA system.

Strategies for the actual coordination of employment training, welfare, and education "systems" need to be put in place now. So called "turf" issues must be put aside and all "systems" must find ways to work together to provide Maine with an efficient network of training agencies that can really be called a system.

In PY '85, the Maine Job Training Council took an important first step in that direction

when it required joint planning between State agencies providing job training related services. The Maine Job Training Council will continue to implement and review policies that require agencies providing job training services to plan together so as to avoid unnecessary duplication.

A next step should be the formulation of an executive level economic growth policy which provides global "marching orders" for a variety of State agencies coordinating their service delivery so as to enhance economic development.

It is necessary and desirable that the legislature become involved in shaping this discussion. The legislature can provide its citizen's based input, which may lead to passage of legislation funding a more comprehensive employment training system focused on economic growth.

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