

MAINE  
**Apprenticeship**  
*Program*



# MAINE APPRENTICESHIP PROGRAM

**Annual Report | 2025**

Prepared for:  
Governor Janet T. Mills  
The Joint Standing Committee on Labor  
The Joint Standing Committee on Education and Cultural Affairs

Submitted by:  
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Registered Apprenticeships play a crucial role in Maine’s economy by creating structured pathways to high-quality careers, enabling apprentices to earn wages while gaining in-demand skills through paid, hands-on experience. Employers benefit by developing a reliable talent pipeline tailored to their workforce needs, ensuring workers master essential tasks while progressing toward more advanced roles. Nationally, Registered Apprenticeship programs are experiencing significant expansion. According to the U.S. Department of Labor, the number of active registered apprentices nationwide has grown substantially over the past decade, surpassing 640,000 active apprentices in recent years—an increase of more than 80 percent since 2013. New program creation has also accelerated, with thousands of new apprenticeship programs launched annually across diverse industries including construction, healthcare, advanced manufacturing, information technology, and clean energy. This national momentum underscores the increasing recognition of apprenticeship as a proven workforce strategy.

In Maine, these programs have been administered through the Maine Apprenticeship Program (MAP) since 1941. The MAP operates under Maine Statute Title 26, Chapter 37 § 3202 and Title 29 Parts 29 and 30 of the U.S. Code of Federal Regulations. Registered Apprenticeships require a minimum of 2,000 hours of structured on-the-job learning and at least 144 hours of related technical instruction annually. As workforce demands evolve, the MAP continues to expand and modernize, aligning with both state and national trends to meet employer demand for skilled labor while offering Maine workers competitive wages, industry-recognized credentials, and clear pathways for long-term career advancement.

## Maine Apprenticeship Program: Goals and Guiding Principles

A well-coordinated Registered Apprenticeship system provides multiple entry and exit points that support individuals at different stages of their education and career journeys. This flexible structure creates clear, accessible pathways for exploring and advancing in high-demand occupations. By aligning certified pre-apprenticeship programs with Registered Apprenticeships, the system promotes seamless transitions from career exploration and foundational skill development to full apprenticeship enrollment and long-term employment. This integrated approach strengthens workforce development efforts while ensuring both employers and workers benefit from a consistent, industry-aligned talent pipeline.

## *Overarching Goals for the Maine Apprenticeship Program*

1. Increase the availability of high-quality certified pre-apprenticeships and Registered Apprenticeship programs in priority communities.
2. Boost the participation of underrepresented workers in Registered Apprenticeship programs.
3. Develop a robust, statewide Registered Apprenticeship system that is integrated, sustainable, and effective.
4. Develop a reliable talent pipeline aligned with employer needs to support long-term success and stability.

## *Guiding Principles for the Continued Growth of Maine's Registered Apprenticeship System*

Maine's vision for a statewide system is based on the Registered Apprenticeship model and is guided by the following principles:

- ✓ **Aligned, accessible, and easy to navigate system** including transparent entry and success requirements with common quality standards, continuum of learning with multiple on- and off-ramps, presence of strong intermediary organizations, and embedded into Adult Education, K-12, Career and Technical Education (CTE), and the Maine Community College System
- ✓ **Clear connection to quality job and credentials** including culmination in industry-recognized credential, skills development through mentored, work-based learning, and connection to a Registered Apprenticeship program
- ✓ **Supported participation of under-represented populations** through mentorship, and supportive services including academic, career exploration, and wraparound supports
- ✓ **Inclusive, safe, supportive, and fair workplaces** including training for sponsors on creating inclusive workplaces and fair compensation and robust labor protections
- ✓ **Sustainable system, accountable to outcomes** including equity standards for Registered Apprenticeship programs, accountability to equity outcomes, clear systems and defined metrics to measure progress, and policies, practices, and structures to sustain the apprenticeship system
- ✓ **Integrated workforce development approach** that supports a coordinated strategy aligning workforce efforts across traditional, new, and emerging industries, ensuring employers and workers benefit from a consistent, industry-aligned talent pipeline.

## Certified Pre-Apprenticeship

Certified pre-apprenticeship programs in Maine are established pursuant to Title 26 §3213 and serve as a foundational component of the State's workforce development strategy. Through Maine Jobs & Recovery Plan (MJRP) grantees, certified pre-apprenticeship opportunities are available across multiple high-demand sectors, including healthcare, construction, automotive technology, manufacturing, aquaculture, and hospitality.

These pre-apprenticeship initiatives strengthen the overall apprenticeship system by preparing participants with the technical skills, work readiness competencies, and industry exposure needed for successful entry into Registered Apprenticeship programs. By creating a structured on-ramp to apprenticeship, Maine continues to build a more integrated and sustainable talent pipeline. Workforce Innovation and Opportunity Act (WIOA) service providers further support this effort by assessing pre-apprentices for co-enrollment eligibility, ensuring participants have access to supportive services and resources that promote successful program completion and long-term employment outcomes.

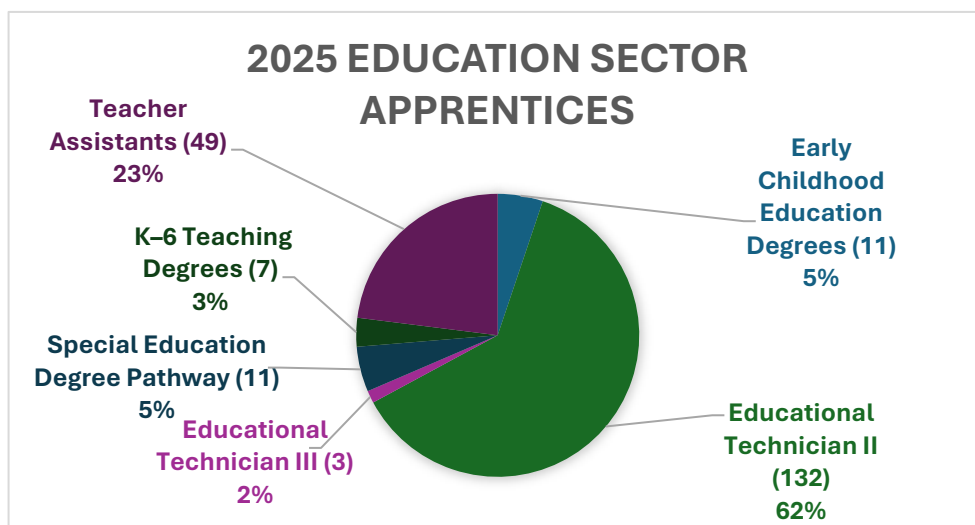
To obtain certification in Maine, pre-apprenticeship programs must include the following:

- ✓ A formal agreement with a registered apprenticeship sponsor that allows graduates of pre-apprenticeship programs to transition directly into registered apprenticeship programs, including articulation agreements to recognize prior skills and competencies.
- ✓ A documented outreach strategy aimed at increasing apprenticeship opportunities for individuals from underrepresented, disadvantaged, or low-skilled backgrounds, as well as those from historically marginalized communities.
- ✓ The incorporation of standards set by the U.S. Department of Labor for a high-quality pre-apprenticeship framework.
- ✓ Full adherence to state and federal equal employment opportunity laws in apprenticeship and training practices.
- ✓ A training program and curriculum, aligned with industry standards and approved by the Maine Apprenticeship Program, which prepares individuals with the necessary skills and competencies to successfully enter a registered apprenticeship program, following recommendations from the Maine Apprenticeship Council.
- ✓ Hands-on, supervised training along with workplace safety education to ensure comprehensive learning and skill development.

## Development of Educator Apprenticeships in Maine.

In 2025, significant progress was made toward establishing a comprehensive statewide registered apprenticeship system to address the critical educator workforce shortage in Maine and across the nation. By leveraging state and federal funding, Maine strengthened collaboration across the education sector and expanded sustainable pathways into the teaching profession. In partnership with the Maine Department of Education (MDOE) and aligned with the Department’s Teach Maine initiative, registered apprenticeship has emerged as a viable, strategic and scalable alternative pathway into the teaching profession, enabling participants to earn wages while completing academic credentials.

Apprenticeship grant funds supported nine sub-recipients statewide, expanding access to hands-on, paid training and strengthening entry and retention pathways for new educators. In 2025, 227 registered apprentices pursued stackable, industry-recognized teaching credentials—including early childhood education degrees; Educational Technician II (60 credit) and III (90 credit) credentials; special education degrees; and K–6 teaching degrees—while employed in Maine schools and early childhood settings. During the year, 15 individuals completed their apprenticeship programs, earning either Early Childhood (9) or Educational Technician II certifications (6).



Collaboration with education partners expanded to include new school districts and led to the development of three new occupational teaching degree programs: two bachelor’s-level degrees in early

childhood education and one university-based K–6 teaching degree. Each program integrates structured on-the-job learning with embedded student teaching experiences, ensuring apprentices apply instructional theory in real-time classroom settings while earning wages. These new degree pathways reinforce the importance of teacher certification, deepen alignment with MDOE standards, and demonstrate the effectiveness of apprenticeship as an applied, practice-based model for educator preparation.

In 2025, Maine's Chapter 115 teacher credentialing rules entered formal review, creating an opportunity to recognize registered apprenticeship as an approved alternative pathway to teacher certification. This review represents a significant policy milestone and reflects the growing recognition of apprenticeship as a viable, high-quality strategy to strengthen Maine's educator workforce.

Registered apprenticeship continues to generate strong interest among school districts, higher education institutions, and prospective educators. As the system expands, it is strengthening career pathways, improving workforce retention, and advancing Maine's efforts to address critical teacher shortages statewide.

## Funding for the Maine Apprenticeship Program

The Maine Apprenticeship Program (MAP) is supported through a combination of State General Funds and federal formula and discretionary grant funding. In 2023, the Maine State Legislature established a dedicated budget line to directly sustain and strengthen MAP's ongoing operations. Through this investment, MAP receives annual State General Fund support for three Full-Time Equivalent (FTE) staff positions, along with \$300,000 to offset apprenticeship training costs and \$200,000 to reduce barriers to participation and support individuals entering apprenticeship programs.

In spring 2025, MAP successfully secured three competitive federal grants totaling \$5,920,202 over a three-year period. These awards will enable the program to fully staff its team and continue expanding registered apprenticeship opportunities statewide. Maine was one of nine states selected to receive a \$5 million discretionary apprenticeship grant from the U.S. Department of Labor (USDOL), in addition to a \$420,202 USDOL formula apprenticeship grant.

The **Expanding Maine's Apprenticeship Program (EMAP)** initiative is funded by a \$5 million USDOL discretionary grant to strengthen and scale Maine's Registered Apprenticeship Program (RAP) as a key workforce development strategy and postsecondary career pathway. The grant advances integrated, statewide apprenticeship strategies, expands capacity to meet industry demand—particularly in skilled trades and education—and increases access to Registered Apprenticeship (RA) opportunities for Maine people. It also supports strengthening the National Apprenticeship System through cross-state collaboration, greater transparency, streamlined processes, and improved operational consistency.

To achieve these goals, funding will support expanded engagement with Local Workforce Development Boards and WIOA providers to connect pre-apprentices with support services; integration of the Maine Apprenticeship Program (MAP) into Maine Community College System (MCCS) workforce initiatives; and enhanced data and customer interface systems by linking RAPIDS and MDOL's WIPS (Maine JobLink) through MAP's Salesforce platform.

The grant will also expand intermediary sponsor models, including establishing Educate Maine as a statewide intermediary for K-12 and special education teacher apprenticeships; increase youth and job seeker participation through certified pre-apprenticeship pathways; incentivize employer participation in skilled trades and pre-K–12 RAPs; and convene a statewide apprenticeship summit in 2027 while participating in national and regional apprenticeship convenings to share long-term strategies and best practices.

Our State Apprenticeship Expansion, Equity, and Innovation (SAEEI) grant concluded successfully on June 30, 2025. Through the grant, the MCCC Apprenticeship Navigator built strong partnerships on the York County Community College (YCCC) campus and with local employers and CTE schools across York County.

Modeled after the Gorham School District and SMCC Educator Apprenticeship, an Educational Technician II registered apprenticeship was launched using YCCC curriculum, enrolling its first cohort of 11 apprentices in fall 2025.

Additionally, Biddeford Regional Center of Technology’s Manufacturing Technology program and Sanford’s Precision Manufacturing program were approved as certified pre-apprenticeships and aligned with Pratt & Whitney’s newly registered one-year Manufacturing Associate apprenticeship. This pathway enables graduating CTE students to enter the apprenticeship with advanced standing and continue their education through a structured, employer-based program at Pratt & Whitney.

Under the new EMAP grant, the MCCC Apprenticeship Navigator will continue working with Career & Technical Education (CTE) schools to certify eligible programs as certified pre-apprenticeships which serve as pipelines into regional, registered apprenticeships. The MCCC Apprenticeship Navigator will also continue to assist employers of all sizes to develop certified pre-apprenticeships and registered apprenticeships with a special focus on such industries as construction (infrastructure), education, and manufacturing. Outreach and education will also expand beyond YCCC, to assist six MCCC campuses in understanding and integrating apprenticeship into their work, and to bring together campus representatives each month for a virtual Apprenticeship Roundtable discussion.

Building on the foundational work supported through Maine Jobs and Recovery Program (MJRP) funds to expand registered apprenticeship programming for educators, EMAP grant funds will support Educate Maine in leading the next phase of statewide scale and implementation. Educate Maine, a longstanding partner in advancing educator workforce development, will coordinate expansion efforts in close collaboration with school administrative units, postsecondary institutions, and Maine’s Department of Education.

Through this initiative, Educate Maine will deliver the following outcomes:

- Register 20 additional Maine school districts as signatory employers in the registered apprenticeship system.
- Enroll 50 new pre-apprentices to strengthen early talent pipelines.
- Register 175 new apprentices in educator apprenticeship pathways.
- Recruit and train 175 mentor teachers to support apprentice success and retention.
- Convene quarterly communities of practice for postsecondary education providers, participating school districts, and apprentices to promote alignment, share best practices, and support program quality.
- Collaborate with the Maine Department of Education and the Maine State Board of Education and Post Secondary Institutions to further articulate and formalize teacher certification pathways connected to registered apprenticeship.
- Provide ongoing professional development, technical assistance, and support to mentor teachers.

These efforts will strengthen statewide infrastructure, expand employer participation, and increase the number of Maine residents prepared to enter and remain in the educator workforce.

MAP also received \$500,000 in grant funds from the Northern Border Regional Commission to expand apprenticeship and pre-apprenticeship programming across 9 of Maine's most rural counties. The funding is dedicated to partially supporting MAP staff to establish intermediaries, engage employers, monitor sponsors, register new apprentices, conduct outreach throughout the nine-county region, and provide technical assistance to CareerCenter staff, businesses, educators and other stakeholders. These funds are dedicated to increasing apprenticeship opportunities in the skilled trades and in publicly funded occupations, including positions within local municipalities and school districts, strengthening workforce pipelines in communities where they are needed most.

The combined investment of State and federal funding provides financial stability to support an eight FTE MAP team through June 2028. To sustain staffing levels beyond that date, additional funding sources will need to be identified and secured.

## 2027 Maine Apprenticeship Summit Planning Underway

The 2027 Maine Apprenticeship Summit will build upon the significant momentum generated in 2024, when hundreds of employers, educators, workforce partners, and career seekers convened to recognize record program growth and establish innovative partnerships across the state. The 2024 Summit demonstrated both the strength of Maine’s apprenticeship model and the growing demand for structured, industry-driven workforce solutions.

In response to that demonstrated demand, the 2027 Summit is designed to expand both its scope and impact. Planned enhancements include additional breakout sessions aligned with high-growth and priority sectors—such as manufacturing and civic and public service occupations—along with structured, one-on-one technical assistance sessions with Maine Apprenticeship Program (MAP) staff. The Summit will also feature expanded apprenticeship matchmaking services to more effectively connect employers with qualified talent and intermediary sponsors, while supporting career seekers in identifying and entering appropriate earn-while-you-learn pathways.

The 2027 Summit represents a strategic investment in Maine’s workforce infrastructure. By increasing access to technical expertise, strengthening employer engagement, and accelerating high-quality apprenticeship development, the Summit will advance the State’s broader workforce goals and reinforce Maine’s commitment to building a modern, competitive, and sustainable talent pipeline.

## Maine Jobs and Recovery Program Apprenticeship Update

Since 2022, the Maine Apprenticeship Program has invested \$12.3 million to expand registered apprenticeship and pre-apprenticeship opportunities statewide through funding from the Maine Jobs & Recovery Plan and federal apprenticeship grants. Through these investments, 19 subrecipients have strengthened and expanded the workforce pipeline supporting registered apprenticeship programs across Maine.

To date, grantees have achieved the following outcomes:

- 1,961 new registered apprentices
- 1,979 new pre-apprentices enrolled
- 220 pre-apprentices successfully transitioned into registered apprenticeship positions

These outcomes are particularly significant given Maine’s demographic profile. Maine has the oldest population in the nation, with a median age of approximately 45, compared to a national

median age of 39<sup>1</sup>. Labor force participation among younger workers (ages 16–24) is approximately 65 percent, while participation among prime working-age adults (ages 25–54) is approximately 84 percent<sup>2</sup>.

Pre-apprenticeship programs have proven especially effective in engaging youth and young adults and strengthening the state’s workforce pipeline. In 2019, 757 registered apprentices (26 percent) were between the ages of 16 and 24. Among apprentices active in Maine in 2025, 1,591 individuals (42 percent) were between the ages of 16 and 24 at the time they began their registered apprenticeship program.

Collectively, these data demonstrate measurable progress in expanding early-career workforce participation and building sustainable talent pipelines to address Maine’s aging workforce and projected labor shortages.

## Outreach

In 2025, MAP continued its contract with Ethos Marketing to implement a comprehensive outreach campaign focused on expanding apprenticeship opportunities, particularly among large employers in priority industries. The campaign positioned MAP as a trusted workforce development partner through coordinated, multi-platform outreach and targeted employer engagement.

Efforts included television advertising, Google Ads, programmatic display advertising, and social media campaigns across Facebook, Instagram, YouTube, and LinkedIn, as well as in-person events. Campaign performance was continuously optimized using data-driven insights to increase engagement among employers and career seekers.

In support of the 2025 executive order issued by Governor Janet Mills to expand women’s participation in the construction trades, MAP provided funding to the Maine Community College System to develop a no-cost digital badge for construction employers focused on fostering inclusive workplaces. MAP also funded production of a recruitment video encouraging women to pursue careers in the trades. Both resources will be available on the MAP website (<https://apprenticeship.maine.gov>) in early 2026.

Campaign metrics demonstrate significant engagement, generating 102,631 clicks and more than 7.4 million impressions across platforms, with Facebook/Meta performing as the most efficient channel. Based on these outcomes, MAP extended its contract with Ethos to continue campaign implementation, performance monitoring, and brand growth through September 2026.

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<sup>1</sup> Visual Capitalist, “Mapped: The Median Age of Every U.S. State,” accessed February 24, 2026, <https://www.visualcapitalist.com/mapped-the-median-age-of-every-u-s-state>.

<sup>2</sup> Maine Development Foundation, *Maine Labor Force – Employment Trends & Stats*, accessed February 24, 2026, <https://www.mdf.org/measures-of-growth/labor-force-participation/>

## Digitalization of Outreach through Salesforce

In spring 2024, the Maine Apprenticeship Program (MAP) partnered with Flok Consulting to implement Salesforce and modernize its data systems. The goal was to improve reporting, streamline sponsor engagement, and strengthen oversight of pre-apprenticeship and registered apprenticeship programs across the state. This investment replaced manual, staff-heavy processes with a centralized, automated system aligned with Maine’s workforce priorities.

During implementation, MAP completed 24 development sprints that delivered major improvements. These included launching a digital Pre-Apprenticeship Registration and Sponsor Portal, automating sponsor follow-ups and workflow notifications, creating real-time dashboards, digitizing the Council program review process and building an API data connection to better integrate with workforce partners.

These upgrades significantly improved efficiency. Manual data entry and reporting were reduced, automated weekly leadership reports were introduced, and sponsor application tracking was streamlined. Automated reminders shortened processing times and reduced stalled applications. Digitizing the Council review process improved transparency and accountability while reducing administrative workload. A new public-facing Council webpage also expanded access to policies and meeting records.

Strategically, the new system positions MAP for growth without increasing staffing costs. It strengthens employer engagement, improves compliance and oversight, and enables real-time data sharing with workforce partners. Overall, the investment enhances efficiency, transparency, and coordination, helping Maine expand high-quality apprenticeship opportunities statewide.

Next, MAP plans to integrate pre-apprenticeship programs with Maine JobLink to streamline enrollment and reporting. It will also pursue integration with the RAPIDS database to align registered apprenticeship data across systems and further strengthen statewide data consistency.

## Active Apprenticeship Sponsors and Occupations in 2025

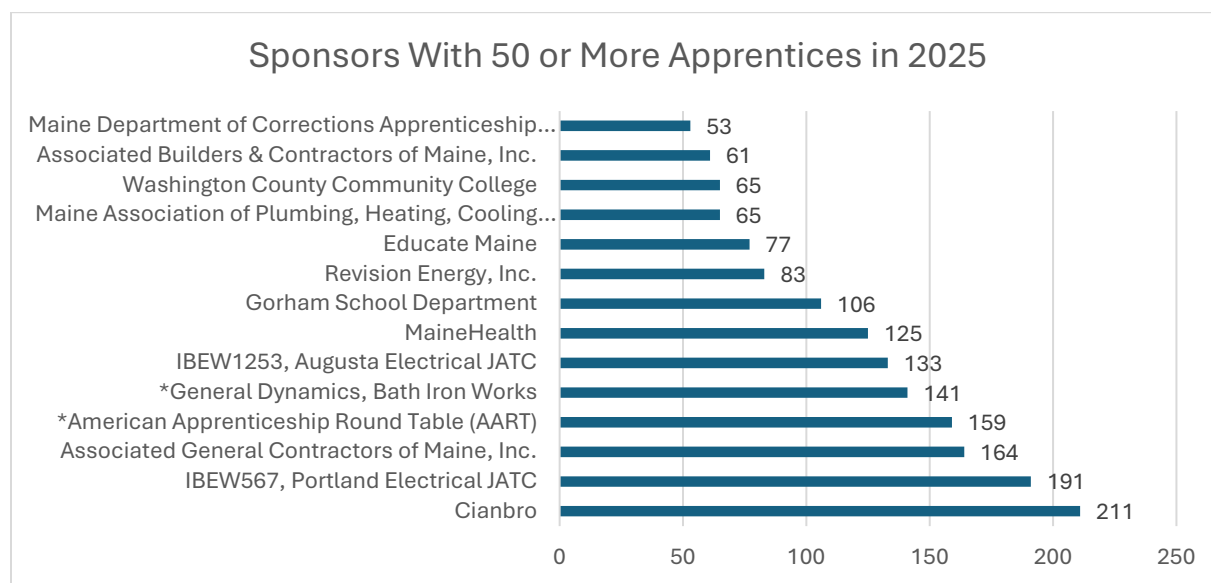
In 2025, apprenticeship programs active in Maine included 159 separate entities serving as registered sponsors and supporting a total of 3,832 apprentices statewide. Maine recognizes two categories of apprenticeship sponsors: individual sponsors and intermediary (multiple-employer) sponsors. A complete list of sponsors active in 2025 is provided in Appendix 1.

Of the 159 sponsors, 113 were individual businesses. Among Maine-based sponsors, 88 employed between one and ten apprentices, while a smaller number of larger sponsors each supported more than 50 apprentices, as illustrated in Figure 3. Intermediary sponsors accounted for the majority of apprentice registrations in 2025, representing 75 percent of all active apprentices. Intermediary sponsors function as apprenticeship agents for their signatory

employers, who agree to hire and train apprentices in accordance with the sponsor’s approved curriculum and on-the-job training standards.

In 2026, the Maine Apprenticeship Program will continue to prioritize the expansion of high-quality Registered Apprenticeship and certified pre-apprenticeship opportunities across four primary sectors: healthcare, construction, manufacturing, and education. Secondary efforts will focus on continued development of apprenticeship pathways within the financial services and civic sectors. Expanding the number and capacity of intermediary sponsors will remain a strategic priority, given their critical role in enabling small and mid-sized businesses to participate in Registered Apprenticeship programs.

Figure 2: Illustration of Sponsors with 50 or more Apprentices in 2025



\* Sponsors indicated work collaboratively to train apprentices for Bath Iron Works.

Registered apprenticeship programs are a proven workforce development strategy enabling employers to meet ongoing hiring, training, and retention needs while building a skilled talent pipeline. In 2025, 19 new program sponsors registered with the Maine Apprenticeship Program (MAP), and 22 new occupations were added by both new and existing sponsors. By the end of the year, MAP staff were actively engaged with 128 new and existing sponsors to expand apprenticeship opportunities statewide, including the development of new occupations, pre-apprenticeship programs, and registered apprenticeship sponsors. A comprehensive list of all occupations registered in Maine is provided in Appendix 2.

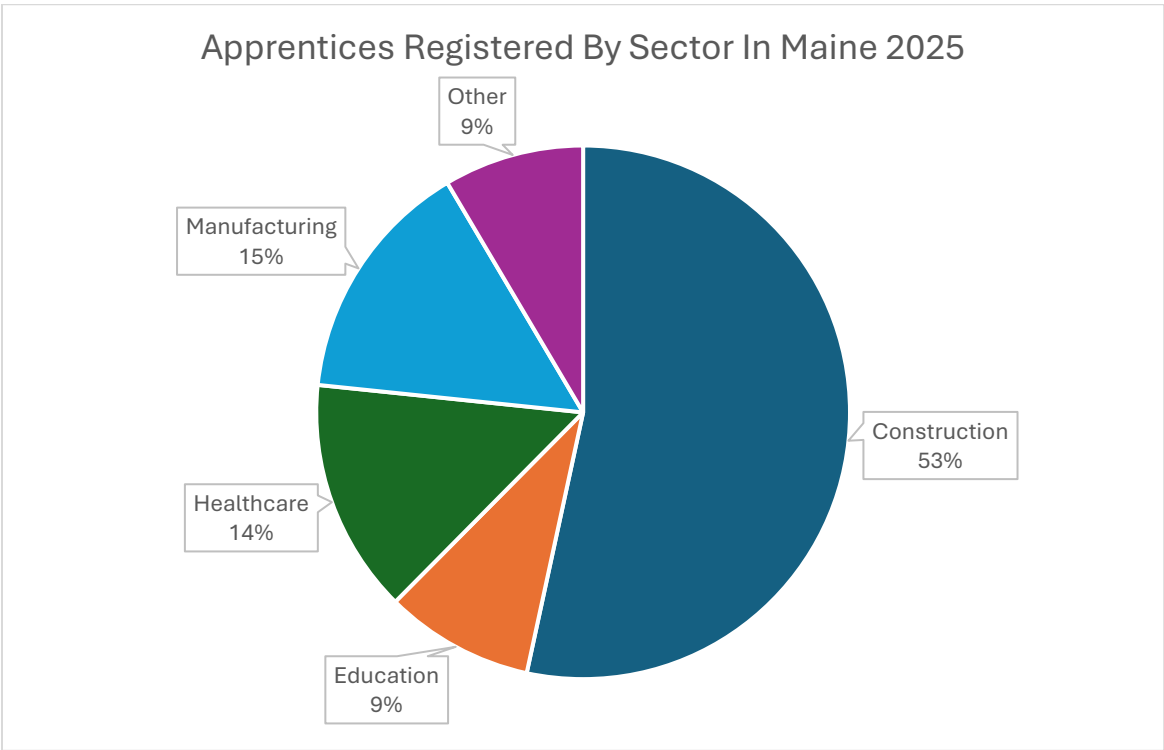
The Federally operated Portsmouth Naval Shipyard (PNSY), located in Kittery, Maine registers its apprenticeship programs directly with the U.S. Department of Labor and operates independently of MAP. In 2025, PNSY employed 1,372 apprentices across 29 trades. These apprentices are not registered with MAP and do not receive MAP-administered funding.

In 2024, Maine’s first certified pre-apprenticeship program was launched at York County Community College to create a direct pathway for residents to enter PNSY’s apprenticeship programs. This initiative strengthens the regional workforce pipeline and expands access to high-quality career opportunities.

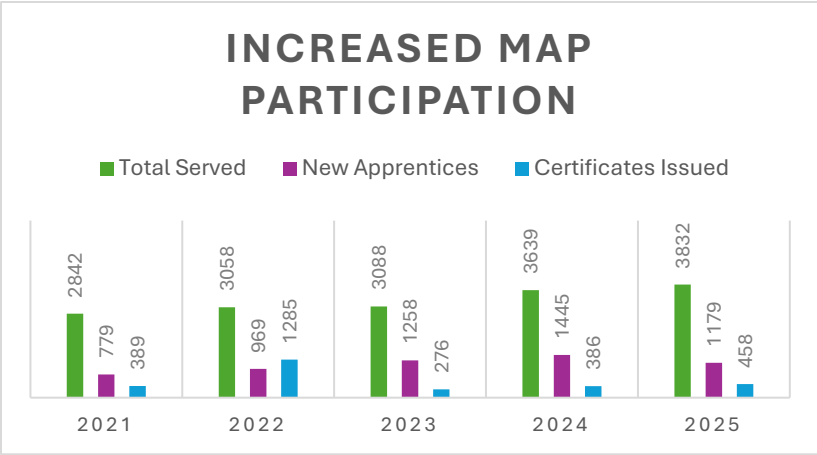
Apprenticeship at PNSY provides substantial wage progression and long-term earning potential. In 2025, the average starting wage for apprentices entering the program was \$21.26 per hour. Upon completion, average wages increased by 47 percent to \$31.29 per hour, reflecting the strong return on investment for both participants and employers.

### Sector Breakdown and Participation of 2025 Apprentices

Figure 3: Sector Breakdown



The construction sector represented the largest percentage of apprentices registered with the Maine Apprenticeship Program during 2025 at 53%. Electricians comprise 29% of all apprentices registered in Maine. At 15%, the manufacturing sector was the second largest sector served, with healthcare third (14 percent) and the education sector gaining momentum in fourth at 9%. For a listing of all occupations supported by Apprenticeship in 2025, see Appendix 2.



Over the past five years, 16,459 individuals have enrolled as apprentices, dedicating themselves to structured, typically multi-year work schedules. Among them, 2,794 successfully completed their apprenticeships, achieving journey worker status in their respective fields.

Figure 4: Increased MAP Participation Over 5-Years

### Demographics of 2025 Apprentices

In 2025, a total of 3,832 apprentices were actively working toward industry-recognized skill certifications. Over the past five years, the average age of apprentices has declined from 31 in 2020 to 29 in 2025, a positive outcome of efforts to expand apprenticeship and pre-apprenticeship programs. These initiatives have successfully engaged younger individuals, increasing awareness of career opportunities in Maine and equipping them with the necessary skills to become successful apprentices.

Among active apprentices in 2025, 943 were female. Of these, 338 (representing 8.2% of all apprentices) pursued training in non-traditional occupations (NTOs) such as machinist, non-destructive tester, pipefitter, electrician, shipfitter, and welder, fields traditionally dominated by men.

Figure 5: Demographics of MAP Participants in 2019 and 2024

Year	Total Served	Male	Female	Female NTO	BIPOC or Hispanic	Veteran
2025	3,832	2,886*	943*	338	464	276
2020	2,838	2,345	493	214	161	416

\* 3 individuals did not identify as male or female

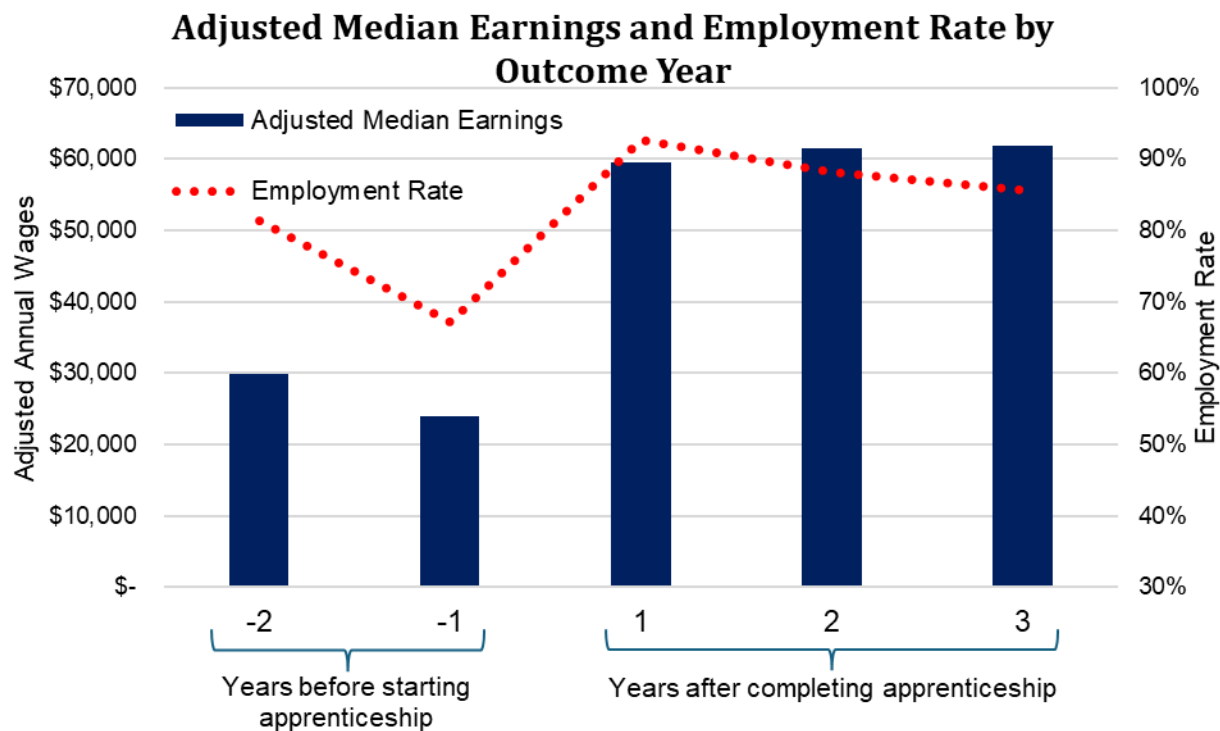
\*\* BIPOC – Black, Indigenous, People of Color

Additionally, 464 apprentices (12.1%) identified as Hispanic or as members of BIPOC communities, a significant increase from 7.5% in 2020. The rising participation of women, Hispanic, and BIPOC individuals in apprenticeship programs reflects the success of ongoing efforts to enhance diversity and expand apprenticeship opportunities. Over the past decade, deaths have outnumbered births in Maine, according to the state's Center for Research and Information (CWRI). However, during the same period, Maine's population grew by 5.1%, driven by an influx of newcomers from other states and countries, particularly during the pandemic. Apprenticeship

programs play a crucial role in bridging the skills and knowledge gap among younger workers and foreign-born new hires and strengthening Maine’s workforce and economy.

## Apprenticeship Evaluation Project 2025 Report

Figure 6: Adjusted Median Earnings and Employment Rate by Outcome Year



### Adjusted Median Earnings and Employment Rate of Apprenticeship Completers by Outcome Year

The Center for Workforce Research and Information (CWRI) manages the Maine Department of Labor (MDOL) data warehouse, which combines information from various sources to better understand the employment and earnings outcomes of participants in education and workforce training programs. Apprenticeship program data from the Registered Apprenticeship Partners Information Database System (RAPIDS) has been integrated with employment and wage records in the MDOL data warehouse to better understand the effectiveness of these training programs.

Since 2017, 880 apprentices have completed a program and had enough time elapsed to measure their earnings within the year following completion. After finishing their training programs, apprentices experience increases in both wages and employment rates. Median earnings nearly doubled, rising from \$29,850 in the year before beginning the program to almost \$60,000 in the first year after completion. Employment rates also increased, from 81 percent in the year before starting to almost 93 percent in the year after completing the program. The share of apprentices whose wages exceeded full-time equivalent nearly doubled, from 37 percent before starting to 72 percent in the year after completing their program. Among those employed

with at least full-time equivalent earnings, median wages increased from \$45,000 annually two years before beginning the program to \$70,000 annually two years after completion.

Participants trained for a variety of occupations. Fifty-one percent pursued careers in the trades, such as electricians, machinists, and plumbers. Thirty-nine percent trained for health-related occupations including nurses, nursing assistants, and medical assistants. The remaining participants prepared for careers in various other fields.

Employer sponsors of apprenticeship programs benefit from upskilling their workforce and retaining talent. In the year after completion, 81 percent of apprentices who were employed remained with their sponsoring employer, and 92 percent remained employed in the same sector as their sponsorship. More than half continued working for their sponsoring employer after three years, and 85 percent remained employed in the sponsoring sector.

CWRI has created a website and interactive data visualization to make this information accessible to the public and inform career planning here: [www.maine.gov/labor/cwri/data-by-topic/education-and-training-outcomes](http://www.maine.gov/labor/cwri/data-by-topic/education-and-training-outcomes)

Notes: to enable a comparison of earnings in different time periods, wages and salaries have been adjusted for inflation and are expressed in 2024-dollar terms. A small share of apprenticeship records is excluded because a high-quality match between datasets is not attainable. Generally, matching rates are near 90 percent. Apprentices are determined to be working a full-time schedule if their earnings exceed the equivalent to working 32 hours per week at the state minimum wage in that year. Wage and employment records include a vast majority of employment within the state. These data do not capture jobs in other states or employment not covered by unemployment insurance such as unincorporated self-employment or independent contracting.

## Quality Assurance of Programming -

The Maine Apprenticeship Program (MAP) is responsible for the oversight and administration of Registered Apprenticeship programs in accordance with both state and federal law. In addition to operating under Title 26, Chapter 37 of the Maine Revised Statutes, MAP carries out its monitoring and compliance responsibilities pursuant to 29 CFR Part 29 and 29 CFR Part 30 of the Code of Federal Regulations. These federal regulations require the registration agency to review, monitor, and ensure that apprenticeship programs operate in conformity with approved standards, provide structured on-the-job learning and related instruction, maintain appropriate recordkeeping, and uphold equal employment opportunity requirements.

Consistent with these requirements, MAP conducts regular monitoring of registered programs to ensure quality, compliance, and continuous improvement. This oversight includes reviewing program standards, verifying apprentice progress and wage advancements, ensuring related instruction requirements are met, and confirming adherence to equal opportunity and affirmative

action provisions. Through this structured monitoring framework, MAP maintains the integrity of Maine's Registered Apprenticeship system while supporting program sponsors in delivering high-quality training aligned with industry and workforce needs.

In 2025, Maine Apprenticeship Program (MAP) staff conducted 33 quality assurance reviews of registered apprenticeship programs to verify that quality apprenticeship programs in compliance with CFR parts 29 and 30 are being delivered. Seventeen of the sponsors monitored were moved from provisional to permanent sponsor status and ten continued their permanent registration status. Six sponsors were provided with technical assistance on how to make improvements to record keeping and curriculum of their program or were kept at provisional status due to having newly registered apprentices when the review took place. These programs will be assessed again in 2026. All 33 sponsors reviewed in 2025 met the U.S. Department of Labor requirements of sponsoring quality apprenticeship programs.

## Evaluation of Total Value Package of Registered Apprenticeship Programs

As required by Maine Statute Title 26 MRSA § 3204, sub§2 and sub§5, the Maine Apprenticeship Program evaluated the total value package of registered apprenticeship programs. On November 24, 2025, a link to an online survey was distributed to representatives of Registered Apprenticeship programs. The survey remained open until January 9, 2026. A total of 162 responses were received. Four responses were excluded from analysis because the submitted information could not be verified prior to publication. Following data cleaning and validation, approximately 90 percent of submitted data were determined to be suitable for analysis.

Apprentice occupations were classified using the 2018 Standard Occupational Classification (SOC) system. Reported benefit values were standardized to reflect 2,000 hours worked per year to enable consistent comparison across programs. Actual benefits received by apprentices may vary based on total hours worked. The following chart summarizes employer-reported benefits for Registered Apprenticeship programs by occupation group, classified under the 2018 Standard Occupational Classification (SOC) system. It presents the number of responding employers offering employer-paid health insurance and unconditional retirement benefits, the average annual value of each benefit, and the combined reported package value.

Figure 7: 2025 Summary of employer-reported benefits for registered apprentices

Occupation Group – classified by the 2018 Standard Occupational Classification (SOC) system.	Number of Apprenticeship Employers Responding to Employer Paid Health Insurance	Average Annual Value of Employer Paid Health Insurance	Number of Apprenticeship Employers with Unconditional Retirement Benefits	Average Annual Value of Unconditional Retirement Benefits	Total Reported Package Value
11 - Management Occupations	3	\$9,374.33	3	\$8,277.33	<b>\$17,651.66</b>
13 - Business and Financial Operations Occupations	1	\$8,476.00	0		<b>\$8,476.00</b>
15 - Computer and Mathematical Occupations	2	\$7,694.98	1	\$2,302.81	<b>\$9,997.79</b>
17 - Architecture and Engineering Occupations	2	\$7,814.50	2	\$4,940.00	<b>\$12,754.50</b>
19 - Life, Physical, and Social Science Occupations	1	\$3,505.92	1	\$1,482.00	<b>\$4,987.92</b>
21 - Community and Social Service Occupations	6	\$10,796.98	4	\$1,837.25	<b>\$12,634.23</b>
25 - Educational Instruction and Library Occupations	29	\$11,095.50	21	\$2,286.80	<b>\$13,382.30</b>
29 - Healthcare Practitioners and Technical Occupations	2	\$13,594.82	2	\$6,611.30	<b>\$20,206.12</b>
31 - Healthcare Support Occupations	7	\$8,980.81	4	\$1,237.90	<b>\$10,218.71</b>
35 - Food Preparation and Serving Related Occupations	1	\$4,921.96	0	0	<b>\$4,921.96</b>
39 - Personal Care and Service Occupations	6	\$8,184.57	4	\$4,988.55	<b>\$13,173.12</b>
41 - Sales and Related Occupations	1	\$6,586.00	1	\$2,163.00	<b>\$8,749.00</b>
43 - Office and Administrative Support Occupations	3	\$7,866.93	1	\$2,413.00	<b>\$10,279.93</b>
47 - Construction and Extraction Occupations	32	\$7,742.01	15	\$7,336.76	<b>\$15,078.77</b>
49 - Installation, Maintenance, and Repair Occupations	8	\$9,641.17	4	\$4,563.03	<b>\$14,204.20</b>
51 - Production Occupations	6	\$8,806.64	4	\$5,487.94	<b>\$14,294.58</b>
<b>Average Total Benefits</b>	<b>110</b>	<b>\$9,178.73</b>	<b>67</b>	<b>\$4,281.02</b>	<b>\$13,459.75</b>

Across all responding employers (n=110 reporting health insurance; n=67 reporting retirement benefits), the **average annual value of employer-paid health insurance** was **\$9,178.73**, and the **average annual value of unconditional retirement benefits** was **\$4,281.02**, resulting in an **average total reported benefits package of \$13,459.75**.

Health insurance is more commonly reported than unconditional retirement benefits, indicating that while health coverage is relatively widespread across apprenticeship programs, retirement benefits are less consistently provided.

## **Key Observations**

1. **Health insurance is more prevalent than unconditional retirement benefits** across nearly all occupation groups.
2. **Healthcare, management, and construction occupations report the highest total benefit values**, suggesting stronger overall compensation packages in these sectors.
3. **Service-oriented and lower-wage sectors report lower total benefit values and less frequent retirement benefits**, indicating greater variability in total compensation structures across occupations.
4. **Sample size differences significantly affect comparability**, particularly for occupation groups with one or two responding employers.

Overall, the data indicate meaningful variation in employer-sponsored benefit packages across occupational groups within Registered Apprenticeship programs, with higher-skilled and technical fields generally reporting more substantial combined benefit values.

## Maine Apprenticeship Council

The Maine Apprenticeship Council provides guidance and support to the Department in overseeing the Maine Apprenticeship Program (MAP). In accordance with Title 26 §3209 of Maine law, the Council consists of twelve voting members appointed by the Governor, as well as four non-voting members designated by the leadership of their respective organizations.

### *2025 Members of the Maine Apprenticeship Council:*

#### *Council Members Representing Labor Organizations*

*Jason Shedlock, Council Chair, Laborers' International Union of North America, Maine State Building Trades & Construction Trades Council*

Derek Armstrong, United Association of Plumbers and Pipefitters, Local 716

George Howe, International Brotherhood of Electrical Workers, Local 1253

Adam Wilson, Sheet Metal, Air, Rail and Transportation Union

#### *Council Members Representing Employers*

Robin Wood, Reed & Reed, Inc..

Daniel Coffey, Cianbro Corporation

Lescar Beane, E.S. Boulos Company

Jennifer Boynton, MaineGeneral Medical Center

#### *Council Members Representing the Public. - One open seat*

Dawn Croteau, Department of Health and Human Services, Office of Family Independence

Hannah Greene, Educate Maine

David Dorr, Somerset Career & Technical Education Center

#### *Non-Voting Council Members*

Allyson Coombs, State Workforce Board

Denise Garland, Department of Economic & Community Development

Christopher Winstead, Maine Community College System

Tamara Ranger, Department of Education

## Apprenticeship Success Stories



### **From Black Hawk Pilot to Elevator Commissioning Technician: Besmillah Omarzai's Apprenticeship Success**

Besmillah Omarzai's journey exemplifies resilience, service, and rebuilding with purpose. Growing up in Afghanistan, he endured the loss of family members in a Taliban attack, which inspired him to serve his country. In 2016, he became a Black Hawk helicopter pilot in an elite airborne unit, flying combat missions alongside U.S. forces.

But when Kabul fell in 2021, everything changed in a single day. American military leadership issued the order to evacuate; Omarzai and his fellow pilots left their families behind and fled Afghanistan. "I left that day with a bunch of my friends on duty and we never went back," he recalled. The weight of that moment

has stayed with him: "As much as we tried, we just failed so terribly... we failed a whole country and generation."

Arriving in the United States with no family, no roadmap, and no clear future, Omarzai worked tirelessly to rebuild his life. He took on multiple jobs: caseworker, warehouse worker, restaurant staff, factory worker. Despite his extraordinary background, he often felt adrift: "I was a pilot, I was in the army. But now, nothing... a refugee in a different country. With nothing in hand, no clear future." Everything changed when he discovered the Maine AFL-CIO's Union Construction Academy supported by the Maine Apprenticeship Program.

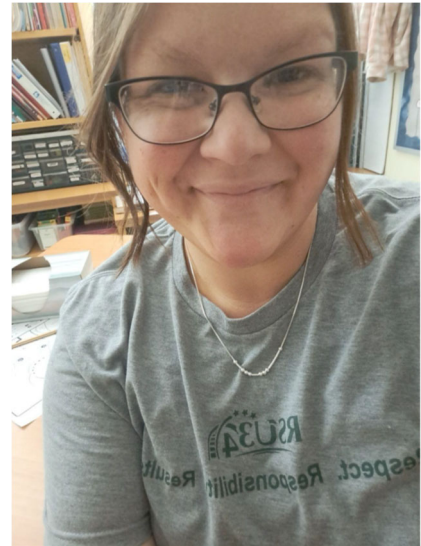
A presentation from the International Union of Elevator Constructors inspired him, even if it seemed "too good to be true." He applied, tested, interviewed, and eventually was offered a position as an apprentice Elevator Constructor with IUEC Local 4. From his first day, he embraced the challenge: "Every day I get to work with a whole different thing... it's exciting to be honest."

Omarzai has completed his first year, earning the respect of his instructors—one noted, "I would take a hundred of him if I could tomorrow." He has found meaningful work, a supportive community, and a future he can build with his own hands. From protecting U.S. and allied forces in combat to constructing elevators that keep communities moving, his journey shows that with opportunity, support, and determination, a new life can rise even from the hardest beginnings.

## Apprenticeship in Education- Lacie Velasquez Apprentice Success

Lacie Velasquez entered her Elementary Education apprenticeship to gain hands-on classroom experience while completing her teaching degree. She explains it allowed her to *“gain hands-on classroom experience while continuing to work and pursue my teaching goals.”* Through her placement with RSU 34 and UMaine, she strengthened skills in classroom management, lesson planning, communication, and time management, while most valuably building relationships with students and *“see[ing] the impact I could make in the classroom each day.”*

“The apprenticeship deepened her understanding of effective teaching and gave her confidence to step into her own classroom. She describes the experience as *“valuable teaching experience, increased confidence, and a deeper understanding”* and strongly recommends the pathway to aspiring teachers because it *“provides real-world experience, builds professional skills, and allows you to earn and learn at the same time.”* Reflecting on her journey, she adds, *“Teaching through apprenticeship showed me that learning never stops for students or for educators.”*



## Carrying the Tradition of Apprenticeship- Braydon Fitts, Apprentice Success



Braydon Fitts describes his apprenticeship journey as *“a decision that changed my life for the greater good.”* After a summer internship with Granite Corp before his senior year of high school, he discovered a passion for plumbing and returned to the company after graduation. In 2023, Granite Corp sponsored his PHCC E-Learning Apprenticeship, which allowed him to *“work full time while advancing my technical education and applying new skills directly on the job.”* With mentorship and hands-on learning, Braydon won the Maine State Plumbing Apprentice Competition and earned the chance to represent Granite Corp and Maine at PHCC CONNECT 2025. Reflecting on his experience, he shares, *“PHCC has vastly expanded my knowledge in the trade and allowed me the chance to showcase my skills at the highest level.”* He adds, *“This is just my apprentice success story, but what does your future hold.”*

## Benefits of Apprenticeship

### **For Apprentices:**

Increased skills

Paycheck while in training

Higher wages

Mentor support

Safer workplace

Nationally recognized, portable credential

### **For Employers:**

Improved recruitment and a more diverse workforce

Reduced turnover costs, higher productivity and fewer accidents

Allows access to offset training costs with multiple workforce development and other funding.

Formalized, customizable approach that enhances existing business practices

Average return on investment of \$1.47 for every \$1 invested<sup>3</sup>



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<sup>3</sup> National Apprenticeship retrieved on 2/12/2025: <https://caf-fca-org/apprenticeship-101/hiring-an-apprentice>

**For Maine:**

Dollar for dollar, no workforce training method packs as much punch as Registered Apprenticeship. In addition to the \$1.47 return on investment for every \$1 spent on apprenticeship programs lead to a public return of approximately \$28 in benefits.<sup>4</sup>

Strengthens the State's economy by developing highly trained and educated workers.

Driven by employer demand and eliminates mismatch between skills taught and employer need

Provides a customized, long-term solution to filling business workforce gaps as workers retire

Encourages secondary, post-secondary, and workforce development system to work together with business to understand and better serve Maine's workforce development needs

## Appendix 1 – 2025 Maine Apprenticeship Sponsors

### **19 New Sponsors in 2025**

Sponsor Name	Sponsor City	State	Employer Type
American Apprenticeship Academy	Brunswick	ME	Multi-Employer
Camire Electric	Biddeford	ME	Single Employer
City of Augusta	Augusta	ME	Single Employer
County of York	Alfred	ME	Single Employer
Harvey's RV & Marine	Glenburn	ME	Single Employer
Heritage Home Service	Portland	ME	Single Employer
Irving Forest Products, Inc.	Dixfield	ME	Single Employer
Kennebunk Light & Power District	Kennebunk	ME	Single Employer
MSAD 1 RSU 79 Presque Isle	Presque Isle	ME	Single Employer
MSAD1 RSU 79	Presque Isle	ME	Single Employer
Prock Marine Company	Rockland	ME	Single Employer
Pye-Barker Fire & Safety LLC	Freeport	ME	Single Employer
Ragged Coast Chocolates	Westbrook	ME	Single Employer

### **140 Continuing Sponsors in 2025**

Sponsor Name	Sponsor City	State	Sponsor Type
Aero Heating & Ventilating, Inc.	Westbrook	ME	Single Employer
American Apprenticeship Round Table (AART)	Brunswick	ME	Multi-Employer
Associated Builders & Contractors of Maine, Inc.	Auburn	ME	Multi-Employer
Associated General Contractors of Maine, Inc.	Augusta	ME	Multi-Employer
Aurora Contracting	Farmington	ME	Single Employer
Aware Recovery Care	South Portland	ME	Single Employer
BASiX Automation Integrators, Inc.	Dover	NH	Single Employer
Benchmark Construction	Westbrook	ME	Single Employer
Bibber Memorial Chapel	Kennebunk	ME	Single Employer
Bowers Funeral Home	Houlton	ME	Single Employer
Boyne Resorts	Newry	ME	Multi-Employer
Bragdon-Kelley Funeral Homes	Ellsworth	ME	Single Employer
Brookings-Smith Funeral Home	Bangor	ME	Single Employer
Brunswick School Department	Brunswick	ME	Single Employer
Burpee, Carpenter & Hutchins Funeral Home	Rockland	ME	Single Employer
C&L Aviation Group	Bangor	ME	Single Employer
Casco Bay Electric, LLC	Portland	ME	Single Employer
Casella	Westbrook	ME	Single Employer
Chad Poitras Enterprises LLC	Buxton	ME	Single Employer
Chandler Funeral Homes & Cremation Service	South Paris	ME	Single Employer
Cianbro	Pittsfield	ME	Multi-Employer
Coutts Bros	Randolph	ME	Single Employer
Davis Ulmer	Auburn	ME	Single Employer

Day & Ross	Houlton	ME	Single Employer
DeBlois Electric, Inc.	Lewiston	ME	Single Employer
Deer Valley O and M	Somers	CT	Single Employer
DePco Mechanical LLC	Plainville	CT	Single Employer
Dobson Funeral Services	Arundel	ME	Single Employer
Doc's Upholstery and Restoration	West Bath	ME	Single Employer
Downeast Direct Cremation, LLC	Bangor	ME	Single Employer
Duncan Graves Funeral Home	Presque Isle	ME	Single Employer
East Coast Electric of ME LLC	Biddeford	ME	Single Employer
Eastern Maine Community College	Bangor	ME	Multi-Employer
ECI Services of Maine	Lewiston	ME	Single Employer
Educate Maine	Portland	ME	Multi-Employer
Employment Experts, Inc.	Presque Isle	ME	Single Employer
Everon Solutions	Portland	ME	Single Employer
Family First Funeral Homes	Gardiner	ME	Multi-Employer
Finishing Trades Institute of New England	Roslindale	MA	Single Employer
Foster Career and Technical Education Center	Farmington	ME	Multi-Employer
Freedom Forever Maine, LLC	Lewiston	ME	Single Employer
Gallant Funeral Home	Waterville	ME	Single Employer
General Dynamics, Bath Iron Works	Bath	ME	Single Employer
Gifford Electric	Brewer	ME	Single Employer
Gorham School Department	Gorham	ME	Multi-Employer
Heat & Frost Insulators, LU 6/Axion	Dorchester	MA	Multi-Employer
Helios Energy LLC	Bellingham	MA	Single Employer
Hope Memorial Chapel	Biddeford	ME	Single Employer
HospitalityMaine	Augusta	ME	Multi-Employer
IBEW1253, Augusta Electrical JATC	Newport	ME	Multi-Employer
IBEW567, Portland Electrical JATC	Lewiston	ME	Multi-Employer
Ignite Presque Isle	Presque Isle	ME	Multi-Employer
Industrial Roofing Company	Lewiston	ME	Single Employer
InterMed, P.A.	South Portland	ME	Single Employer
Interstate Electrical Services, Inc.	Eliot	ME	Single Employer
Ironworkers Local 7 JATC	Clinton	ME	Multi-Employer
J.S. Pelkey Funeral Home	Kittery	ME	Single Employer
Jim Michaud Heating and Cooling	Medway	ME	Single Employer
Jones, Rich & Barnes Funeral Home	Portland	ME	Multi-Employer
Jordan-Fernald Funeral Home	Mount Desert	ME	Single Employer
Ken L. Electric, Inc.	Saint Agatha	ME	Single Employer
Kincer Funeral Home, DBA Funeral Alternatives Group	Richmond	ME	Multi-Employer
Lajoie Funeral Home and Cremation Services, LLC	Madawaska	ME	Single Employer
Lewiston Public Schools	Lewiston	ME	Multi-Employer
Logix LLC	Belfast	ME	Single Employer
Louth Callan Renewables, LLC	Augusta	ME	Single Employer
Maine Association of Plumbing, Heating, Cooling Contractors, Inc	Cumberland	ME	Multi-Employer
Maine Center for Cancer Medicine and Blood Disorders	Westbrook	ME	Single Employer
Maine Department of Corrections	Charleston	ME	Single Employer

Maine Department of Corrections Apprenticeship Office/Mt. View	Charleston	ME	Multi-Employer
Maine Department of Health and Human Services	Augusta	ME	Multi-Employer
Maine Department of Marine Resources - Bureau of Marine Patrol	Augusta	ME	Single Employer
Maine Machine Products Company	South Paris	ME	Single Employer
Maine Roads to Quality Professional Development Network	Portland	ME	Multi-Employer
Maine Rural Water Association	Richmond	ME	Multi-Employer
Maine Solar Solutions	Freeport	ME	Single Employer
Maine Veterans' Homes	Augusta	ME	Single Employer
MaineGeneral Health	Augusta	ME	Single Employer
MaineHealth	Portland	ME	Multi-Employer
Martin's Point Healthcare	Portland	ME	Single Employer
Massachusetts and Northern New England Laborers	Hopkinton	MA	Multi-Employer
Mays Funeral Home	Calais	ME	Single Employer
MCD Global Health	Hallowell	ME	Multi-Employer
McIntire-McCooley Funeral Home	South Berwick	ME	Single Employer
Mid-Coast Energy Systems	Damariscotta	ME	Single Employer
Mid-Maine Technical Center	Waterville	ME	Multi-Employer
Mid-State Machine	Winslow	ME	Single Employer
Mitchell-Tweedie, Inc.	Bucksport	ME	Single Employer
Mockler Funeral Home	Caribou	ME	Single Employer
Moody's Collision	Gorham	ME	Single Employer
North Atlantic States Carpenters Training Fund - Maine	Portland	ME	Multi-Employer
Northern Light Health	Bangor	ME	Multi-Employer
Northern Maine Community College	Presque Isle	ME	Multi-Employer
Panolam Industries, Inc.	Auburn	ME	Single Employer
Plumbers and Pipefitters UA Local 716	Augusta	ME	Multi-Employer
Pratt & Whitney	North Berwick	ME	Single Employer
Professional Electrical Contractors of Connecticut Inc	Cumberland	ME	Single Employer
Quirion Construction	Augusta	ME	Single Employer
Revision Energy, Inc.	South Portland	ME	Single Employer
Riposta Funeral Home	Belfast	ME	Single Employer
SAFAL Maine	Houston	TX	Multi-Employer
Sappi North America	Skowhegan	ME	Single Employer
Seabee Electric, Inc.	Scarborough	ME	Single Employer
Segee Enterprises	Windham	ME	Multi-Employer
Sheet Metal Workers Local 17	Lewiston	ME	Multi-Employer
Smith Builders Inc	Glenburn	ME	Single Employer
Somerset Career & Technical Center	Skowhegan	ME	Multi-Employer
Southern Kennebec Child Development Corporation	Farmingdale	ME	Single Employer
Spark Applied Efficiency	South Portland	ME	Single Employer
True Enterprises LLC	Eliot	ME	Single Employer
University of Southern Maine	Portland	ME	Multi-Employer
W.D. Matthews Machinery Co.	Auburn	ME	Single Employer
Warren Mechanical	Westbrook	ME	Single Employer
Washington County Community College	Calais	ME	Multi-Employer

Wayne J Griffin Electric	Holliston	ME	Single Employer
WYEcon Inc.	Newport	ME	Single Employer
Wyman Electric LLC	Windham	ME	Single Employer
York County Community College	Wells	ME	Multi-Employer

## Appendix 2

### Registered Apprenticeship (RA) Occupations Sorted by Major Occupational Group

<b><u>MAJOR OCCUPATIONAL GROUP AND OCCUPATION NAME</u></b>	<b><u>TYPE OF RA</u></b>
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#### **MANAGEMENT OCCUPATIONS**

Foreman	Time-Based
Restaurant Manager	Competency
Lodging Manager	Competency

#### **BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS**

Assistant Buyer	Hybrid
Advanced Buyer	Time-Based
Cost Estimator	Time-Based
Project Manager/Installation	Time-Based
Events Planner and Manager	Time-Based
Certified Workforce Development Professional	Time-Based
Real Estate Appraiser	Hybrid

#### **COMPUTER AND MATEMATICAL OCCUPATIONS**

Computer System Analyst	Competency
Cybersecurity Specialist	Hybrid
IT Cybersecurity Technician	Hybrid
Computer User Support Specialist	Hybrid

#### **ARCHITECTURE AND ENGINEERING OCCUPATIONS**

Firestopping Installer	Time-Based
PV Design Specialist	Competency
Marine Designer	Time-Based
Designer 2000	Time-Based
Basic Designer	Time-Based
Electrical & Instrumentation Technician	Hybrid
Basic Production Technician	Time-Based
Manufacturing & Production Technician I	Time-Based
Manufacturing Production Technician	Time-Based
Basic Surveyor	Time-Based
Advanced Surveyor	Time-Based

#### **LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS**

Agricultural Technician	Time-Based
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#### **COMMUNITY AND SOCIAL SERVICE OCCUPATIONS**

Certified Recovery Advisor (Peer Specialist)	Time-Based
Community Health Worker	Time-Based

#### **EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS**

Assistant Teacher	Competency
Early Childhood Education Specialist 2	Competency

Lead Teacher	Competency
Childcare Development Specialist 2	Hybrid
Early Childhood Education Teacher	Competency
Early Childhood Educator	Competency
Early Childhood Educator Special Education	Competency
Educational Technician III	Competency
Education Technician II	Competency
Childcare Development Specialist 1	Hybrid
Education Technician III	Hybrid
<b><u>ARTS, DESIGNING, ENTERTAINMENT, SPORTS AND MEDIA</u></b>	
Public Relations Specialist	Time-Based
<b><u>HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS</u></b>	
Psychiatric Nurse	Competency
Emergency Room Nurse	Hybrid
SHINE - Emergency Room Residency	Hybrid
SHINE - Critical Care Residency	Hybrid
SHINE - Mental Health RN Residency	Hybrid
SHINE - Med-Surg RN Residency	Hybrid
Med Surg Nurse Residency	Hybrid
Float Nurse Residency	Time-Based
Float Nurse	Time-Based
Front Line Nurse Leader	Time-Based
Mental Health Nurse	Hybrid
Critical Care Unit Nurse	Time-Based
Medical Technologist (Clinical Laboratory Technician)	Hybrid
Medical Technologist	Hybrid
Dietary Aide / Food Service	Time-Based
Polysomnographic Technician	Hybrid
Patient Services Representatives	Competency
<b><u>HEALTHCARE SUPPORT OCCUPATIONS</u></b>	
Direct Support Professional	Time-Based
Certified Nursing Assistant (CNA)	Hybrid
Psychiatric Nursing Technician	Hybrid
Medical Assistant	Competency
Veterinary Assistant	Hybrid
<b><u>PROTECTIVE SERVICE OCCUPATIONS</u></b>	
Corrections Officer	Hybrid
Marine Patrol Officer	Hybrid
<b><u>FOOD PREPARATION AND SERVING RELATED OCCUPATIONS</u></b>	
Sous / Head Chef	Competency
Kitchen Manager	Competency
Line Cook	Hybrid
Cook (Hotel & Restaurant)	Hybrid
Cook	Time-Based
<b><u>BUILDING AND GROUNDS CLEANING AND MAINTENANCE WORKERS</u></b>	
Custodian	Time-Based
<b><u>PERSONAL CARE AND SERVICE OCCUPATIONS</u></b>	
Hospitality Services II	Competency

Service Dog Trainer	Hybrid
Funeral Practitioner	Hybrid
Cosmetologist	Time-Based
Tour Guide	Time-Based
Early Childhood Education Specialist 1	Competency
<b><u>SALES AND RELATED OCCUPATIONS</u></b>	
Assistant Store Manager	Time-Based
Service Manager	Time-Based
Sales Associate	Time-Based
Insurance Sales Agent	Time-Based
Technical Sales Representative	Time-Based
Accounting Technician	Time-Based
<b><u>OFFICE AND ADMINISTRATIVE SUPPORT WORKERS</u></b>	
Client Success Consultant	Competency
Customer Care Representative	Competency
Hospitality Services I	Time-Based
Service Coordinator / Dispatcher	Time-Based
Basic Planner	Time-Based
Advanced Planner	Time-Based
Medical Office Assistant	Time-Based
<b><u>FARMING, FISHING AND FORESTRY OCCUPATIONS</u></b>	
Aquaculture Technician	Time-Based
Logger	Hybrid
Lead Logging Equipment Operator	Time-Based
<b><u>CONSTRUCTION AND EXTRACTION OCCUPATIONS</u></b>	
Construction Specialist	Time-Based
Lead Carpenter	Hybrid
Marine Carpenter - Heavy Civil	Time-Based
Residential Carpenter - High Performance Buildings	Hybrid
Marine Construction Technician	Competency
Carpenter - Framing and Finishing	Time-Based
Residential Carpenter	Hybrid
Construction Carpenter	Time-Based
Bridge Carpenter/Heavy Highway	Time-Based
Carpenter	Hybrid
Carpenter - NCCER Level 4	Hybrid
Carpenter - NCCER Level 3	Hybrid
Carpenter - NCCER Level 2	Hybrid
Carpenter - NCCER Core & Level 1	Hybrid
Floor Layer Specialist	Time-Based
Earthwork Construction Craft Laborer	Hybrid
Building Construction Craft Laborer	Hybrid
Earthworks Laborer	Time-Based
Construction Craft Concrete Laborer	Time-Based
Construction Craft Laborer - Heavy / Highway	Time-Based
Construction Equipment Operator	Time-Based
Electrician - MCCS Electrical Program Graduate	Time-Based
Electrician	Time-Based

Firestopping Technician	Time-Based
Insulator	Time-Based
Painter	Time-Based
Preservation Tech	Time-Based
Fire Sprinkler Technician	Time-Based
Plumber MCCS Graduate	Time-Based
Sprinkler Fitter	Hybrid
Plumber	Hybrid
Pipefitter	Hybrid
Roofer	Hybrid
Duct Installation Technician	Hybrid
Ironworker	Hybrid
Pipe Inspector	Hybrid
Fencing Installer	Time-Based
Weatherization Technician	Time-Based
<b><u>INSTALLATION, MAINTENANCE AND REPAIR OCCUPATIONS</u></b>	
Maintenance Supervisor	Time-Based
Service Technician	Time-Based
Substation Technician	Time-Based
Fire Alarm Technician	Time-Based
Security and Fire Alarm System Installer	Time-Based
Security and Fire Alarm Installer	Time-Based
A&P Aviation Mechanic	Time-Based
A&P Aviation Mechanic (Proven Prior Experience)	Time-Based
Automobile Body Repairer	Time-Based
Automotive Technician I	Competency
Mechanic II	Hybrid
Diesel Mechanic	Hybrid
Shop Service Technician	Time-Based
Vehicle Maintenance Mechanic	Competency
Shop Service Technician - Toyota Bronze Level Certification	Time-Based
Heavy Equipment Technician	Time-Based
Crane Mechanic	Hybrid
Oil Heat and Propane Technician	Competency
HVAC Technician	Hybrid
Heating & Ventilation Technician	Time-Based
Master Oil Burner, Solid Fuel, Propane & Natural Gas Tech.	Time-Based
Millwright	Hybrid
Lineworker - Transmission	Hybrid
Lineworker - Distribution	Hybrid
Lineworker	Hybrid
Fiber Optic Technician	Hybrid
Maintenance Electrician	Time-Based
Industrial Manufacturing Mechanical Maintenance Tech.	Time-Based
Maintenance Technician	Hybrid
Yard Rigger	Time-Based
Outside Machinist	Time-Based
<b><u>PRODUCTION OCCUPATIONS</u></b>	

Associate Production Manager	Time-Based
Advanced FrontLine Supervisor	Time-Based
Front Line Supervisor - Production	Time-Based
Laminator	Time-Based
Retail Meat Cutter	Time-Based
Seafood Processor & Fish Cutter	Time-Based
Manufacturing Trainee	Competency
Machinist / Manufacturing Technologist	Time-Based
Engineering Assistant	Hybrid
Welder	Competency
Layout Manufacturing Production Technician	Hybrid
Industrial Sewing Machine Operator	Competency
Sawyer	Time-Based
Saw Operator	Hybrid
Wood Pellet Plant Operator	Time-Based
Wastewater Systems Operations Specialist	Hybrid
Waterworks Tradesperson	Time-Based
Water Systems Operator	Time-Based
Service Specialist	Time-Based
Bench Jeweler	Competency
Painter, Transportation Equipment	Time-Based
CNC Machinist – Level 1	Hybrid
CNC Machinist	Competency
<b><u>TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS</u></b>	
CDL-B Driver with Hazmat & Tanker Endorsement	Time-Based
CDL Tractor Trailer / Tanker Operator	Hybrid
Crane Operator	Hybrid

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The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request.