



Youth Council Meeting  
January 7, 2015• 3:00–5:00  
Brewer Community Center, Brewer Maine

**Members in attendance:**

Nicole Fletcher, Chair; Karen Smith, Brewer Housing Authority; Liz Saucier, Bureau of Vocational Rehabilitation; Angela Oechsle, TCWIB Workforce Coordinator

**Guests:** MDOL's Director of Apprenticeship & Strategic Partnerships – Joan Dolan  
EMDC staff: Hook Wheeler, Aleigh Suffern, JoAnn Brown and Jeff Whalen

**Guests from Automotive Industry:** Tom Quirk, *Quirk Auto*; Darren Morin, *Quirk Auto*; Neil Harriman, *Stanley Subaru*; Scott Moulton, *Rowell's Garage*; Kevin Tesseo, *Darling's*; Stephen Kazmierczak, *Downeast Toyota-Scion*; Kate Fraser, *Downeast Toyota-Scion*; and Ryan Damian, *Van Syckle-KIA*

**I. Welcome & Introductions**

Chair Fletcher called the meeting to order at 3:05 p.m. Members and guests introduced themselves.

**II. Noting that there wasn't a quorum – we did not vote to approve minutes.**

**III. Apprenticeship & Pre-apprenticeship**

MDOL's Director of Apprenticeship & Strategic Partnerships presented information on Maine's Apprenticeship Program (MAP) and shared information on customizing apprenticeship to automotive repair industry.

- Apprenticeship is a proven training model with a clearly defined career pathway and set of benchmarked skills mastered along the way.
- Apprenticeships can be 1-5 years in duration. (Average completion time is about 3.5 years.) Enrolled in TTO degree at Community College System.
- It is full-time employment and on the job learning. It is also 144 hours of related instruction per year: online, in a classroom or in a group cohort class training.
- Minimum starting wage for Apprentices is \$10 an hour.
- Pre-Apprentices start at minimum wage; however pre-apprenticeships can be paid or unpaid.
- Ms. Dolan stated that incremental wage increases go up based on competencies or are time based.
- There is technical assistance money and funds to offset employer costs (reimburse company on apprentice activity expenses)
- There is an Apprenticeship Grant (federal) that Maine will be applying for.

Pre-Apprenticeship is an agreement and is less hassle and less paperwork. It is simpler and the employer would just share the agreement with the state director. 250-1000 hours of pre-apprenticeship training can be counted towards Registered Apprenticeship.

Reasons to do pre-apprenticeship include:

- Develop a feeder system (pipeline)
- Opportunity to see a young person and their skills and get them earlier
- As a way to address skills gaps
- Its partially paid
- Might be a good fit for the company

Apprentices can be any age.

Apprenticeship can be used in conjunction with other workforce development dollars. Funding resources exist locally to help supplement the costs to employers and/or absorb the costs of tools, books, tuition, etc.

Any interested companies can work with Joan to create a customized apprenticeship. Possibilities include front loading the education (one example: 40 hr per week x 10 weeks) and abbreviating times.

Discussion on career pathways occurred.

#### **IV. On-the-Job Training and workforce resources presentation (EMDC)**

JoAnn Brown, a business development specialist with EMDC presented information about the On-the-Job Training program.

This option benefits the employer and the employee. An employer would work with EMDC before hiring the trainee. A training plan and contract would be developed and then EMDC could reimburse 50% of their wages for up to six months. This is fairly quick to set up. During the OJT experience EMDC would monitor the worksite and check in with the employer. Interested companies can contact [jbrown@emdc.org](mailto:jbrown@emdc.org)

#### **V. Q&A**

**Q:** On the pre-apprenticeship....does that do away with the OSHA laws?

**A:** No, it doesn't do away with those OSHA laws.

**Q:** So some of these [high school] kids can't work in the shop, right?

**A:** Some can't work all day in a shop. If it is part of their actual school program / learning and they are directly being supervised they may be able to perform work in the shop intermittently. They cannot be standing all day performing something "dangerous" according to OSHA rules.

Ms. Dolan is working with the Bureau of Labor standards to try to iron this out to address laws and see how they are applied to registered pre-apprentices and registered apprentices.

#### **Employer (Auto industry professionals) feedback:**

"One of the major stumbling blocks we all face is the factory requirement that technicians be certified in order to complete work under warranty. There is also a lot of testing done on a computer before sending to New Hampshire, Boston, or New Jersey for the required factory training on new automobiles. It is a considerable investment & long commitment."

“There is a training curve (learning curve) for these technicians to become competent and confident. Something that must be done in 4 hours may take them 8 or 12 and they have to learn to accomplish the repair / service in the required timeframes.”

“Can we get a local college to get the factory training done here locally? So we don’t end up sending them to another state. We are losing them out of Maine.”

“A clean driver’s license is a must. We often have to limit applicant pool based on disqualifiers.”

“We need females in these job positions. Traditionally male dominated but females are needed!”

“Schools need the cars and computers systems in their programs. They must be brand new and the very systems which we need them trained on.”

“The local area needs housing or dorms for these trainees.”

“We all associate and deal with different manufacturers.”

“Further conversation with community college educators like John Kill is needed.”

“Tom Brown of the Maine Automobile Dealers Association should be the lead to disseminate and connect with employers on the needs of the automobile dealerships. They meet once a month in Augusta.”

#### **VI. EMDC Youth Program Update**

*Tabled until next meeting* (Information was in member packets, no discussion)

#### **VII. SWIB Younger Workers Committee**

*Tabled until next meeting*

#### **VIII. EPIC Maine**

The Second Annual EPIC event will be **Friday April 10, 2015** at Beal College & Fields4Kids complex Farm Rd, Bangor.

The planning committee is taking the walking tour of the site this Friday at 3pm.

#### **IX. Next steps / Action items**

Connect with Maine Automobile Dealers’ Association: Tom Brown

Follow up with EMCC automotive department’s Rick Thomas (Dept. Chair) and John Kill (instructor)

Meeting adjourned at 4:45 pm.