



OFFICE OF THE PRESIDENT  
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To: Governor Janet T. Mills  
Members of the Joint Standing Committee on Education and Cultural Affairs  
Members of the Joint Standing Committee on Appropriations and Financial Affairs  
From: Joyce Maker, Chair, Board of Trustees, Maine Community College System  
On behalf of the Maine Community College System Board of Trustees  
RE: Board of Trustees Annual Report  
Date: January 1, 2024

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## Introduction:

Please accept this report on behalf of the Maine Community College System (MCCS) Board of Trustees. Each year, to comply with Maine Statute, **Title 20-A, Chapter 431 §12718** (Appendix A) the Board of Trustees shall provide the information contained in this report. This reporting requirement was created in 1985 and remains to this day. However, multiple reports have been required by legislation in the intervening decades. In order to streamline this report process, we have included other reports as appendices rather than restating duplicative information.

The MCCS Board of Trustees is proud of how the faculty, adjunct faculty and staff at Maine's community colleges have met the opportunities and challenges of the ever-shifting higher education landscape. The Free College initiative continues to open doors for those who believed that a post-secondary degree was unattainable and our short-term training programs have offered Maine workers unprecedented opportunities to increase their skills to match the needs of the current and future Maine economy. Maine's future, and that of MCCS still holds some challenges, but we feel that with appropriate support our community can rise. We are pleased to provide Maine policymakers with this information and hope that you will contact us if you have any questions.

## Budget Information:

Attached to this report (Appendix B) are MCCS audited financial statements that include FY2023 and FY2022. Also attached (Appendix C) is the MCCS estimated FY2024 budget.

The distribution of expenses by functional area has shifted over the three-year period ending June 30, 2023. Instruction and academic support accounted for 50 percent of the operating expenditures in 2023. Most functional areas experienced increases except for a decrease of 92.7 percent in student aid due to the reduction of Higher Education Emergency Relief Funds (HEERF) student emergency aid. Increases in expense over 2022 reflect increased expenditures in response to enrollment increases.

Free Community College launched in April 2022, the one-time state investment of \$20 million benefited the pandemic-era high school graduates from 2020-2023. This is a last-dollar scholarship, meaning eligible students must first accept state and federal grants (Pell Grant and Maine State Grant) awarded to them, with any remaining tuition and mandatory fees covered by the Free College Scholarships. Since the scholarship program began, 11,624 students have attended community college tuition-free. In July 2023, Governor Mills signed the budget passed by the legislature which extended to two more graduating high school classes tuition-free community college in Maine. The \$15 million investment will allow students graduating from high school or its equivalent in 2024 and 2025 to attend any Maine community college without paying any tuition or mandatory fees, a value of more than \$3,800 a year.

In July 2021 the Maine State Legislature approved the Maine Jobs and Recovery Plan (MJRP). LD1733 included \$35 million in one-time American Rescue Plan Act federal funding under State and Local Fiscal Recovery Funds for workforce development initiatives to provide training for 8,500 Maine residents in the following targeted industry sectors: Healthcare, The Green Economy, Manufacturing, Hospitality, Education, Computer Technology, and the trades. The business plan for the MJRP grant was approved by the state on December 29, 2021. This allowed the work to begin and for the colleges to start implementation and recruitment. Through FY23, 2,756 Mainers were provided financial assistance for education training programs through MJRP, representing \$6.7 million in funding. Additional training opportunities continue to be developed for completion under MJRP funding throughout the grant award period, which ends December 2024.

### **Current Enrollment:**

The Board is pleased to report record enrollment in Maine's community colleges.

In 2003, the Maine Technical College System transitioned to the Maine Community College System. This transition maintained our strong focus on the trades while expanding pathways for those who wanted to start their post-secondary education and eventually transfer to a four-year institution to continue their education. This led to a previously all-time high enrollment of 17,911 students by 2011—a 76.9 percent increase. However, beginning in 2010, college enrollment nationwide declined. In Maine that decline was also exacerbated by the state's demographics and a strong job market.

In February 2022, Governor Mills announced a Free College initiative for Maine high school graduates from the classes of 2020-2023. Anyone graduating from high school or receiving a high school equivalency during those years, who lived in Maine at the time of enrollment, would be eligible for free tuition and mandatory fees at any of Maine's seven community colleges to pursue an associate degree or certificate program. This initiative was approved by the legislature in April 2022 and became law. Last spring, the legislature extended the initiative for the classes of 2024 and 2025. At the same time, the legislature approved changes to the existing program which allow students more time to complete their degree or certificate. The Board hopes that this change will improve students' success. The Maine Community College System submitted a report to the Governor and the Joint Standing Committee on Education and Cultural Affairs that outlines the success of the first year of the initiative. That report is attached to this report as Appendix D.

The combination of the Free College initiative, enhanced recruiting and marketing, strong transfer agreements with the University of Maine System and our increased profile throughout Maine due to our short-term training programs has led to record enrollment this year.

We have also seen a corresponding increase in total credits (171,474, a 20% increase over Fall 2022). In fact, 55.2% of our students are studying full-time, compared to 49.9% in Fall 2019 (before COVID-19) and 43.5% during COVID (Fall 2021).

## Highest Enrollment in MCCS History!

Headcount is at an all time high of **19,477** students!

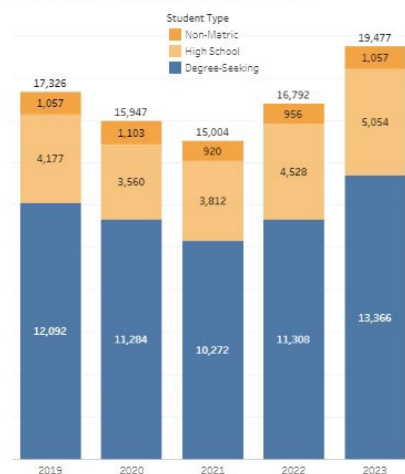
Each major segment of our MCCS Fall enrollment has increased this year.

Overall headcount has increased by **+19%** (+2,685 students)

- Degree-Seeking: **+18%** (+2,058 students)
- Non-Degree-Seeking: **+11%** (+101 students)
- High School (Dual and Concurrent): **+12%** (+526 students)

Maine Free College eligible students make up **61%** of degree-seekers.

Fall Census Headcount:  
Disaggregated by Student Type



Specific information about individual programs and their enrollment numbers is attached (Appendix E). It is important to note that the data in Appendix D only covers our for-credit programs. In total, MCCS serves more than 29,000 people a year through a broad range of two-year degree programs, one-year certificate programs, advanced certificates, continuing education, and short-term workforce training courses that take between a few weeks and less than a year to complete.

### New Courses or Curricula:

One of the primary responsibilities of the Board of Trustees is to approve the addition or discontinuation of programs at the colleges. The Education subcommittee of the Board meets with program directors, deans, and others to ascertain which programs should be expanded or discontinued and to approve new programs of study. The colleges are required to demonstrate that the program will fill an occupational need, will benefit the students participating in the program, and fits with the mission of the college. Since September 2022, the Board has approved the development of the following programs and certificates:

2022	September	Certificate Program	NMCC	Allied Healthcare Certificate
2022	September	Certificate Program	NMCC	Medical Assisting Certificate
2022	November	Associate in Arts Program	CMCC	Psychology AA
2022	November	Certificate Program	YCCC	Alcohol & Drug Counselor Certificate
2023	February	Associate in Applied Science and Certificate Programs	KVCC	Business Administration AAS, Business Certificate
2023	March	Associate in Applied Science and Certificate Programs	KVCC	Accounting AAS, Business Certificate
2023	June	Certificate Program	YCCC	Veterinary Assistant Certificate

### Postsecondary, CTE, Adult Ed and Job training Coordination:

Maine's community colleges partner across the state with secondary education, adult education, other institutions of higher education, employers, and state agencies. Without our partners, we would not be able to serve our students, or fulfill our mission.

We report annually to the legislature on many of these activities in other reports. Attached to this report is the list of all current academic articulation agreements between MCCS and UMS (Appendix F) and the Maine Quality Center report (Appendix G). The 2023 Higher Education Coordinating Committee report is due to the legislature in February 2024 and will contain further information on our collaboration with the University of Maine System.

Some highlights of our current and past collaboration with the University of Maine System include:

- **Math Pathways:** As a part of our ongoing work on Math Pathways and participation in the Launch Year Initiative the MCCS held a statewide math pathways summit in November which brought together over 85 educators from K-12, MCCS, and UMS to develop strategies to increase access across Maine to rigorous, relevant mathematics pathways from high school through postsecondary education and into the workplace aligned to students' goals and aspirations. Work groups have been created to continue this work focusing on course content, pedagogy, and structure and policy.
- **Guided Pathways:** Students should be able to enroll in college with confidence and move through their educational experience with clear pathways and few obstacles through to graduation. To meet that shared goal, the MCCS and UMS are working together to create *Guided Pathways* between our two systems and from high school. These pathways are highly structured,

educationally coherent program maps that align with students' goals for careers and further education. Incoming students are given support to explore careers, choose a program of study, and develop an academic plan early on, have a clear road map of the courses they need to take to complete a credential, and receive guidance and support to help them stay on plan.

- **Dual Enrollment:** On the academic side of the house, UMS and MCCC chief academic officers work very closely together. The two systems have coordinated to use the same platform, OnCourse, for Dual Enrollment students. This allows a more seamless experience for Maine's high school students and saves the state money by ensuring high school students are properly accounted for.
- **Shared faculty:** MCCC and UMS share faculty at the discretion of the faculty member. Currently, there are 32 full-time MCCC faculty who also teach at UMS as adjunct faculty.
- **Congressional Directed Spending Projects:** The University System and Maine Community College System collaborated on requests to Congress that lead to funding for \$8 million in joint projects.
- **RFP Piggybacking:** Both UMS and MCCC have boilerplate RFP language allowing for "piggybacking" or procurement of goods and services by the other system under equal pricing and terms. The goal is to secure the best possible pricing for each system/institution, reduce duplication of purchases, and reduce time spent on developing RFPs and bidding out for the same services. From food service to photocopy rentals, the two systems have numerous contracts that allow us to share services to create savings.
- **Residential Life:** There are currently 140 SMCC students living in Portland Hall on the USM Campus. These students have expressed an interest in transferring to USM after their time at SMCC.
- **Co-located facilities:** There are also several arrangements in which faculty or facilities are shared or co-located. For example, the University of Maine at Presque Isle and Northern Maine Community College share a Certified Registered Nurse/Nurse Practitioner to provide health services to their respective campus communities. UMS and MCCC off-campus centers are co-located in East Millinocket, Houlton, and at Brunswick Landing where SMCC's Midcoast campus and UMA's University College at Bath/Brunswick work in close collaboration.
- **Reciprocal student resources:** Finally, universities and community colleges that are in close proximity look for ways to make their resources appropriately available to the other's students. For example, students at NMCC and UMPI can attend student events at no cost on either campus, and EMCC students have access to the University of Maine's Folger Library. They also try to coordinate storm and other closings when it is prudent to do so.

In addition to guaranteed transfer and articulation agreements with the University of Maine System's universities, Maine's community colleges also have numerous articulation agreements and MOUs with private colleges both in and outside of Maine. Below is a representative sample of these collaborations but is not an exhaustive list. Our colleges also participate in the Northern New England Transfer Guarantee, an initiative of the New England Board of Higher Education (NEBHE), patterned after a

similar initiative in Southern New England, with the goal to increase access and ease transferability of credits for community college students to private institutions of higher education.

- **CMCC** has transfer agreements or advising guides with the following non-UMS Institutions of Higher Learning: Harrisburg, Husson, MCHP, Maine Maritime, Northeastern University/College of Professional Studies, Purdue University Global, St. Joseph's College, Southern New Hampshire University, University of New England.
- **EMCC** has transfer agreements with Husson University (21) New England College (1), New England Culinary Institute (3), St. Joseph's College (online) (14), Thomas College (1).
- **KVCC** collaborates with Vassar and has transfer agreements with Husson University and St. Joseph's.
- **NMCC** has transfer agreements with Husson University, Thomas College, and Post University.
- **SMCC** currently works with Bowdoin to identify students who would be a good fit to matriculate upon graduation from SMCC. Smith College also comes to campus to meet with prospective students and has supported several over the past few years with full tuition and board scholarships. SMCC has articulation agreements with Colby Sayer and Purdue Global each with one agreement, St. Joseph's (13), SNHU (4) and University of New England (24).
- **WCCC** has transfer and articulation agreements with Husson University (8), New England College of Business (3), University of New England (8), St. Josephs (1) and the Massachusetts Institute of Technology. They also have collaborative agreements with the Maine Department of Corrections and the Mountain View Correctional Facility.
- **YCCC**: has transfer and articulation agreements with Husson University (8), St. Joseph's (7), Southern New Hampshire University (9), University of New England (6), Northeastern University (6) and UMass Lowell.

In addition to our collaboration with like institutions, we would like to highlight some of our work with secondary schools and the Maine Department of Education.

**Professional Development in Skilled Trades/CTE:** MCCS has been actively involved in supporting professional development for CTE staff statewide. A staff member from MCCS sits on the Professional Development Committee of the CTE Directors Association, which plans and delivers both the annual fall conference and spring trade-specific gatherings. For the past four years, Maine community college faculty have participated in these activities ensuring that secondary and college instructors are aware of industry trends and best practices while also strengthening the connections between the CTE and college programs.

**Career Paths through CTE Early College:** As the MCCS develops robust career pathways statewide, CTEs is an integral partner. Three colleges have already built regional paths in which CTE students are able to earn career path credentials through early college opportunities. The goal is to build career pathways that can be scaled across the state and to have every CTE offer at least one college credential to CTE students within three years. The first statewide pathways offered are Health Sciences, Business and Electrical. Three colleges have had success offering the following pathways: KVCC – Health Science Certificate; EMCC – Business Management, Automotive Technology, Computer Technology – Coding and Computer Technology-Networking; and YCCC – Mechanical Drafting and Design Certificate. Community college certificates are credentials of value in industry and generally equal to the first year of an associate degree.

**MCCS and Department of Education: Academic Collaboration:** Because of the strong relationship between MCCS and MDOE, Maine was invited to participate in the national Launch Years Initiative. This is a national movement led by the Dana Center at the University of Texas at Austin which “supports the scaling of mathematics pathways from high school through postsecondary education and into the workplace, aligned to students’ goals and aspirations.” Over the next three years, MCCS and MDOE will be working together to help colleges and secondary schools make math more relevant and meaningful for students and to their career paths. As a part of this work, the MCCS held a statewide math pathways summit in November which brought together over 85 educators from K-12, MCCS and UMS to develop strategies to increase access across Maine to rigorous, relevant mathematics pathways from high school through post-secondary education. From this summit, work groups have been created to continue this work focusing on course content, pedagogy and structure and policy.

**MCCS and Department of Education, Career & Technical Collaboration:** The MCCS and the MDOE have signed a three-year MOU which documents our shared commitment to building pathways through dual and concurrent enrollment and researching the success and program choice of students who start at a Maine CTE and continue to a Maine community college. Sharing this data will help guide our efforts to build pathways.

**MCCS and Department of Education, Adult Education:** MCCS and MDOE have worked together to design a program in which adult education students can take a free college course with a community college while they are still being supported by their local adult education office. MCCS is funding the tuition and fees for this program while MDOE will provide textbooks and course materials. The hope is that the students can choose courses that align with their individual career goals and that they are much more motivated to continue their education and training once they complete their adult education program. MCCS and MDOE will also be using this program to assess the viability of the federal Ability to Benefit program for Maine adult education. In addition, Adult Education students who complete the HiSet within the cohort years of 2020-2025 are eligible for a Maine Free College scholarship. MCCS has collaborated with MDOE and their local adult education hubs to place navigators at each of the colleges. The joint overarching goal of this partnership is to provide learners who are not eligible for or ready for credit bearing classes at each college the opportunity to access Adult Education services on the community college campus, as well as from local adult education programs.

### **College Needs:**

MCCS is undergoing a transformation intended to meet the workforce Maine needs in this new generation of technology-enabled change with an aging demographic. As we evolve, we are increasingly focused on student success with the understanding that, a “student” is anyone coming to a college to learn – be that in a short-term training program or an associate degree program.

The colleges are focusing on our top priorities, all intended to better support the students we serve:

As outlined in this report and others, the Free College Scholarship has attracted students who did not believe they would ever be able to attend college. We believe Maine will be well-served by making the program permanent.

Students entering the community colleges require and deserve the support needed to complete their education. That support goes beyond the funding needed to pay for their education. We appreciate Senator Daughtry introducing [LD 447](#), a bill that would fund \$5 million in student supports at our 7

colleges. The House and Senate have given initial approval to the legislation, and it is currently carried over on the Appropriations Table. It is our sincere hope that LD 447 is funded during the Second Regular Session of the 131<sup>st</sup> Legislature.

In assessing the priority needs of the seven community colleges, it is important to note the colleges are united in carrying out the work that supports our strategic vision that coordinates with the State's 10-year plan focusing on growing talent and innovation, increasing wages, and improving productivity and the impact the colleges are having:

Supporting our **Students**: Developing relevant, high-quality, affordable, and accessible life-long learning opportunities for our students and eliminating the barriers to access, supporting a student's educational success, promoting social and emotional well-being, and building a coordinated system of credentialing options.

Engaging and developing our **People**: Attracting and developing a diverse and passionate team committed to finding new ways to build an educated, skilled, and adaptable labor force with competitive compensation, professional development, and flexible work environments-- respecting every voice in our community.

Engaging and supporting **Employers**: Building deep, lasting partnerships directly with businesses and industry groups to deliver relevant, high-demand workforce development options from pre-hire training and advanced skill development to credential attainment.

In pursuit of our vision, the System will need the support from both the state and Federal government.

Pandemic relief funds for students (HERRF) have already been exhausted and other pandemic-related assistance for colleges is ending over the next few years. Those funds came at a critical time and were instrumental in allowing students – and the colleges – to continue to operate during the worst of the pandemic. However, the effects of the COVID-19 pandemic and ensuing economic disruptions are still being felt by our students, staff, and faculty.

Strong financial support translates directly into sustaining a healthy and robust community college system that educates and trains more people and brings incredibly cost-effective value to the economy. Our colleges are not immune to the pressures of inflation, high energy costs, and the ever increasing need to provide our employees with adequate compensation to encourage retention as well as to recruit good talented employees.

We operate on lean resources. Senior leadership across the system works collaboratively to find solutions that benefit all the colleges and be as efficient as possible while pursuing our mission. As such, the colleges' individual needs are focused on finding the best ways to serve their local community, and by extension, the entire state. For example, the state of Maine has a dearth of workers in many fields: healthcare, education, construction trades, commercial drivers; the list goes on. Our collective need, as a state and the institution dedicated to training and educating Maine's workforce. As has become apparent from pandemic-related investments, the more funding we receive, the more we can do to build a strong, relevant workforce for Maine. The Maine Jobs and Recovery funds have allowed us to jump-start programs and help meet current needs. The Free College program has opened the doors to a college education for thousands of Mainers who never thought they could ever go to college. The funding for



these programs was built on one-time funding for support. It has been crucial, but we will need a sustainable path for the future.

A recent article in the Portland Press Herald tells the story of Josie Rideout, who did not plan to attend college: "I didn't even finish high school," Rideout said. "I got a GED." When a friend suggested considering the free community college program at Southern Maine Community College, she decided to enroll and is now considering continuing for a bachelor's degree.

For Rideout, the Free College program motivated a life-changing opportunity. For Maine, there is an equally strong impact. Businesses have a better chance to get the skilled employees so badly needed, and as incomes rise, tax revenues follow, and the pressure on public assistance programs diminishes.

With the short-term training and Free College programs helping people like Rideout earn credentials of value, Maine can continue a trend that started as the pandemic faded. Real wages ("adjusted for inflation") increased by 11.6% from 2018 to 2021, and wage growth in Maine ranked 7th fastest in the country during the same period. While many factors contribute to that accomplishment, Maine's educational attainment of an associate degree or higher increased 13.1 percentage points (from 33.7% to 46.8%) in the last 12 years for people 25+, compared to 5.8 percentage points (from 38.7% to 44.5%) nationwide. Maine's educational attainment at an associate degree or higher level is now higher than the national average (46.8% compared to 44.5%).

In addition, The Maine Development Foundation's [Measures of Growth 2023](#) reports that the proportion of Maine adults who hold a postsecondary degree or a non-degree credential of value, such as an industry certification, increased to 55% in 2021 (most recent data). This advancement results from growth in industry certifications, like those delivered through MCCS' Center for the Advancement of Maine's Workforce. The goal of 60% of adults holding a degree or a non-degree credential by 2025 now seems within reach.

And we are reaching populations who have been backing away from higher education. For example, on December 13, 2023, the Portland Press Herald printed an article authored by Clarence Page, of the Chicago Tribune, where he reports, "In 1970, men outnumbered women on campus, accounting for 57% in four-year institutions and 59% of undergraduate enrollment in two-year institutions."

"Fast forward to today, and the script is flipped. Men are turning away from higher education at an enormous rate. At the close of the 2020-21 academic year, women made up of 59.5% of college students and men 40.5%, an all-time high imbalance."

As a result, "In that academic year, U.S. colleges and universities had 1.5 million fewer students compared with five years ago, and men accounted for 71% of the decline."

The Maine Free College program has attracted men back to college, with over 48% of the enrollment coming from male students.

This is a significant factor when recognizing that the percentage of degree-seeking students enrolled in Maine's community college career and occupational programs has increased from 71% in the fall of 2019 to 81% in the fall of 2023. As noted earlier, businesses report a shortage of skilled workers at all levels, especially entry-level workers in the trades.

Of course, "the trades" are usually associated with plumbers, electricians, skilled carpenters, and welders. But, during the pandemic, Mainers came face-to-face with the critical shortage of healthcare workers. In 2022, with funding from the state legislature and the leading health systems, MCCS doubled its capacity for educating nurses. With that expansion, other degree-based options, and expanded short-term programming for skills like Licensed Practical Nursing and Medical Assisting, MCCS has significantly expanded our delivery of skilled candidates in allied health professions. In degree pathways, students preparing to become nurses and allied health professionals increased from 1,900 in 2019 to 2,622 in 2023. That represents a 38% increase, helping to meet Maine's growing need for quality healthcare services. Our short-term workforce training programs in health care, funded by MJRP, will provide no-cost training to 3,469 Maine residents.

The Maine Community College System reported to the 129th Legislature that we have \$99.6 million in deferred maintenance, including important health and safety improvements. As your publicly funded institution, we cannot tackle our backlog of maintenance needs without increased state funding. We strive to raise private funds, have used bond funds, and use general operating funds when necessary. However, the Board of Trustees do not feel that raising tuition is a solution to physical plant needs. The increase in tuition would have to be substantial, so other funding options must be explored including future bond campaigns. To be relevant and effective in this era of change, the MCCS needs a reliable capital replenishment fund that enables the colleges to sustain modern technologies in our classrooms and laboratories while appropriately maintaining all our facilities. or a capitol improvement fund.

We also need to raise the community college profile with the entities that "send" us students: high schools, career centers, CTEs, and employers. Maine's community colleges are still – unfortunately – one of the state's best kept secrets. Free College and our enhanced short-term workforce programs through the Harold Alfond Center for the Advancement of Maine's Workforce has gone a long way towards raising our profile, however we can do more. We offer convenient, low-cost, high-support training and education – delivered by top-notch instructors – with an enduring and passionate commitment to seeing our students succeed.

Financial support, strong partnerships and collaboration are all ways to help us accomplish these goals and serve more people and help build a strong Maine economy.

**Conclusion:**

The Board of Trustees of Maine's Community Colleges, your colleges, stand ready to assist the state and her people. Our mission is to serve our students, and in turn, provide the state with the well-educated and trained citizenry needed to move our economy forward and to provide Maine families with a strong financial future. We hope that you will be our partners in this effort and that this report is helpful as you make policy decisions that impact our colleges and their programs.

## Appendix A—Statutory reference:

### §12718. Annual report by trustees

The board of trustees shall prepare an annual report by January 1st of each year, to be submitted to the Governor and joint standing committees of the Legislature having jurisdiction over education and over appropriations and financial affairs. This report must include: [PL 1991, c. 376, §42 (AMD).]

**1. Budget expenditures.** Budget expenditures for the last complete fiscal year and projected expenditures for the fiscal year in which the report is submitted;  
[PL 1985, c. 695, §11 (NEW).]

**2. Current enrollments.** Current enrollments by program at each college;  
[PL 1989, c. 443, §54 (AMD).]

**3. Description of new courses or curricula.** A description of any new college courses or curricula;  
[PL 1989, c. 443, §54 (AMD).]

**4. Description of activities.** A description of activities undertaken to coordinate postsecondary career and technical training and education throughout the State with secondary career and technical education, adult career and technical education, employment training programs, other employment-related training and other institutions of higher learning;  
[PL 1991, c. 376, §42 (AMD); PL 2005, c. 397, Pt. D, §3 (REV).]

**5. Analysis.**  
[PL 1991, c. 376, §42 (RP).]

**6. List.** A list of needs, in order of priority, of the colleges; and  
[PL 1989, c. 443, §54 (AMD).]

**7. Other information.** Any other information deemed significant by the board of trustees.  
[PL 1985, c. 695, §11 (NEW).]

#### SECTION HISTORY

PL 1985, c. 695, §11 (NEW). PL 1989, c. 443, §54 (AMD). PL 1991, c. 376, §42 (AMD). PL 2005, c. 397, §D3 (REV).

**MAINE COMMUNITY COLLEGE SYSTEM**  
**(A Component Unit of the State of Maine)**

**Statements of Revenues, Expenses, and Changes in Net Position**

**Years Ended June 30, 2023 and 2022**

	<u><b>2023</b></u>	<u><b>2022</b></u>
Operating revenues		
Student tuition and fees	\$ 39,142,117	\$ 33,516,812
Residential life fees	11,954,305	7,476,022
Less scholarship allowances	<u>(48,569,764)</u>	<u>(33,089,253)</u>
Net tuition and residential life fees	2,526,658	7,903,581
Federal grants and contracts	39,223,304	27,197,747
State and local grants and contracts	14,599,096	13,664,566
Nongovernmental grants and contracts	12,181,774	6,499,623
Sales and services of educational departments	634,019	488,251
Auxiliary enterprises	454,586	362,532
Other operating revenues	<u>6,336,383</u>	<u>1,566,542</u>
Total operating revenues	<u><b>75,955,820</b></u>	<u><b>57,682,842</b></u>
Operating expenses		
Instruction	58,204,592	50,372,111
Public service	1,325,546	1,020,804
Academic support	21,458,871	13,835,165
Student services	16,686,823	13,990,796
Institutional support	25,760,123	22,972,630
Operations and maintenance	14,302,155	12,365,984
Student aid	1,382,428	19,162,755
Auxiliary enterprises and residential life	6,695,058	4,936,412
Depreciation and amortization	<u>14,766,376</u>	<u>12,847,787</u>
Total operating expenses	<u><b>160,581,972</b></u>	<u><b>151,504,444</b></u>
Operating loss	<u><b>(84,626,152)</b></u>	<u><b>(93,821,602)</b></u>
Nonoperating revenues (expenses)		
State appropriations	78,663,179	73,982,507
Higher Education Emergency Relief Funds	6,861,420	30,851,315
State appropriations - Maine Free College Program	11,797,184	-
Gifts	772,320	1,997,989
Investment income (loss), net of investment expenses	5,286,462	(7,873,988)
of \$281,973 in 2023 and \$346,295 in 2022	<u>(1,184,933)</u>	<u>(552,202)</u>
Interest on capital asset-related debt	<u>(1,184,933)</u>	<u>(552,202)</u>
Net nonoperating revenues	<u><b>102,195,632</b></u>	<u><b>98,405,621</b></u>
Income before other revenues, gains, or (losses)	<b>17,569,480</b>	4,584,019

(Continued next page)

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The accompanying notes are an integral part of these financial statements.

**MAINE COMMUNITY COLLEGE SYSTEM**  
**(A Component Unit of the State of Maine)**

**Statements of Revenues, Expenses, and Changes in Net Position (Concluded)**

**Years Ended June 30, 2023 and 2022**

	<u><b>2023</b></u>	<u><b>2022</b></u>
Other revenues, gains, or (losses)		
Capital grants and gifts	\$ <b>132,250</b>	\$ 10,575
Appropriation from State for grants and capital asset acquisition	<b>369,659</b>	2,254,307
Loss on disposals of capital assets—other	<b>(15,069)</b>	(64,839)
Additions to permanent endowments	<u><b>218</b></u>	<u>68</u>
Net other revenues, gains, or (losses)	<u><b>487,058</b></u>	<u>2,200,111</u>
Increase in net position	<b>18,056,538</b>	6,784,130
Net position, beginning of year	<u><b>223,103,829</b></u>	<u>216,319,699</u>
Net position, end of year	<u><b>\$ 241,160,367</b></u>	<u>\$ 223,103,829</u>

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The accompanying notes are an integral part of these financial statements.

**Maine Community College System  
Operating Budget - Fiscal Year 2023**

**Current Operating Funds**

	FY22	FY22	FY23
<b>REVENUES</b>	<u>Budget</u>	<u>Projections</u>	<u>Budget</u>
Students	35,601,501	33,713,883	36,107,964
Appropriations	71,584,958	73,982,507	86,590,194
Govern. Grants & Contracts	65,430,176	71,051,243	47,715,017
Priv. Gifts, Grants & Contracts	4,525,675	6,945,549	9,461,178
Investments	1,796,915	(690,529)	1,845,327
Sales and Services	9,607,295	7,945,761	10,944,332
Other Revenue	850,128	894,792	768,480
Non-Revenue Receipts	(5,188,552)	(1,131,972)	(1,659,195)
<b>TOTAL REVENUES</b>	<b>184,208,096</b>	<b>192,711,234</b>	<b>191,773,297</b>
<b>EXPENDITURES</b>			
Salaries & Wages	70,017,022	67,034,049	74,747,806
Other Compensation	958,558	1,920,506	1,089,500
Payroll Tax	1,711,955	1,651,334	1,909,050
Fringe Benefits	24,946,087	22,575,419	25,400,260
<b>TOTAL PERS. SERVICES</b>	<b>97,633,622</b>	<b>93,181,308</b>	<b>103,146,616</b>
Professional Services	8,268,842	10,429,398	12,464,964
Travel Expenses	1,448,910	697,003	1,588,380
Vehicle Operation	229,844	187,644	277,730
Utilities Services	2,967,289	2,686,042	3,290,993
Rents	1,052,444	1,086,073	1,400,168
Repairs	3,509,241	3,223,516	3,798,162
Insurance	1,133,296	1,045,932	1,159,486
OPEGA General Operating	1,339,044	868,301	1,400,425
Other General Operating	3,388,830	3,352,429	3,681,151
Food	688,104	596,796	671,300
Fuel	1,718,145	1,523,214	1,885,176
Supplies	4,866,748	6,029,971	5,845,326
Educ. Grants, Pymt & Other	54,608,006	56,252,573	48,145,726
<b>TOTAL ALL OTHER</b>	<b>85,218,743</b>	<b>87,978,891</b>	<b>85,608,987</b>
Equipment	3,616,841	3,579,451	5,047,256
Land, Bldg & Improvements	1,249,000	2,444,904	1,480,500
<b>TOTAL CAPITAL</b>	<b>4,865,841</b>	<b>6,024,355</b>	<b>6,527,756</b>
<b>TOTAL EXPENDITURES</b>	<b>187,718,206</b>	<b>187,184,554</b>	<b>195,283,359</b>
Use of Program Reserves	3,263,025	-	4,000,314
<b>NET CHANGE</b>	<b>(247,085)</b>	<b>5,526,680</b>	<b>490,252</b>



# Maine Community College System

## OFFICE OF THE PRESIDENT

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To: Governor Janet T. Mills  
Members of the Joint Standing Committee on Education and Cultural Affairs  
From: David J. Daigler, President, Maine Community College System  
RE: *2023 Annual Free College Report*  
Date: October 1, 2023

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It is my pleasure to submit the annual report on the Maine Free College initiative at Maine's community colleges.

This report is in response to *LD 1995*, a Supplemental Budget bill signed by the governor on April 20, 2022 establishing the Free College Scholarship. The law requires the Maine Community College System to submit a report to the Governor and the Joint Standing Committee on Education and Cultural Affairs on the use and success of the program.

This report profiles the Maine Free College initiative in 2022-23, the first academic year the scholarship was available. The state's charge was to use the state's \$20 million investment to provide tuition-free community college to at least 8,000 pandemic-era students from 2020-23, and we are on track to meet those goals by the end of the academic year 2023-2024.

- In 2022-23, MCCS enrolled 6,577 Free College students, with 2023-24 enrollment still to come.
- Of the \$20 million, MCCS distributed \$10.2 million in Free College Scholarships.

And while overall 2022-23 enrollment was up 12 percent, it remained short of pre-pandemic 2019-20 enrollment. While Free College certainly played a role in increasing enrollment, the scholarship was not the only factor.

The 2022-23 academic year is also when Maine's community colleges:

- Doubled our nursing program capacity, adding 200 spaces, and expanded or added other high-demand programs.
- Eased pandemic-related dampers and expanded housing capacity by reverting dorm rooms limited to singles due to COVID back to doubles. Nationwide, pandemic-era students began returning to college: Enrollment at public two-year colleges increased about half a percent, while enrollment at four-year colleges was down 1.2 percent.
- Experienced a 300 percent increase in enrollment in short-term workforce training programs, to 12,000 students in 2022-23, up from 3,000 students in 2021-22.

- Added new scholarships for short-term workforce graduates who subsequently enroll in degree and certificate programs. In 2022-23, 723 scholarships were awarded.

In all, Maine's community colleges are welcoming students in greater numbers across all our programs. That's excellent news for the students, who are learning the skills they need for good-paying jobs, and for the state, which is getting more skilled workers entering the workforce faster.

The community colleges are proud to be the stewards of this transformational scholarship program that has already benefitted so many students, families, and communities. It would not have happened without the vision and determination of the Mills administration and the bipartisan support of the 131<sup>st</sup> Legislature. We look forward to continuing this worthy and valuable partnership.





## FREE COLLEGE SCHOLARSHIP INITIATIVE

# 2023 ANNUAL REPORT

Submitted to the 131<sup>st</sup> Legislature's Members of the Joint Standing Committee on Education and Cultural Affairs and Governor Janet T. Mills

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## EXECUTIVE SUMMARY

The Maine Free College initiative was a major success in its first year: re-engaging pandemic-impacted high school graduates who didn't enroll in college after graduation back to higher ed, hitting financial targets, and returning MCCS systemwide enrollment to near pre-pandemic levels. Created and launched when two-year college enrollments were crashing nationwide, the promise of tuition-free college was a hopeful, powerful incentive for high school graduates to emerge from the pandemic and return or start college for focused, purposeful, low-cost academic programs that prepare them for either a good job or transfer to a four-year college, saving half the cost of a four-year degree. The outcomes include:

- **Increasing overall enrollment** 12 percent in 2022-23, returning enrollment to near pre-pandemic (2019-20) levels. Free College students accounted for 46 percent of degree-seeking students, or 6,557 students out of 14,159.
- **Successfully re-engaging pandemic-era students** who had not enrolled anywhere after graduating high school. National Student Clearinghouse data shows that 749 Free College students from the classes of 2020 and 2021 had never attended college anywhere before enrolling at a Maine community college in Fall 2022.
- **Attracting more “direct-from-high-school” graduating seniors:** Pre-pandemic, MCCS enrolled about 2,200 direct-from-high-school students each fall. In Fall 2022, MCCS enrolled 2,481 direct-from-high-school graduates, a gain of 281 students.
- **Keeping Maine dollars in-state**, benefiting Maine students and families: 95 percent of Free College students were from Maine, the same as for non-Free College students.
- **Increasing Student Success:** Fall-to-spring retention rates were higher for Maine Free College students (74 percent) than for non-Free College students (72 percent.)

## OVERVIEW

The Maine Free College initiative was intended to benefit high school graduates most severely affected by the COVID-19 pandemic—those in the classes of 2020, 2021, 2022 and 2023—by allowing them to attend Maine’s community colleges without paying any tuition or mandatory fees.

In 2023, the Legislature extended the Free College Scholarship to the classes of 2024 and 2025 and made minor program adjustments to increase access and retention.

To qualify for the scholarship today, students must graduate from high school or earn the equivalent of a diploma in a qualifying year, pursue a two-year associate degree or a one-year certificate at least part-time, live in Maine while enrolled, fill out the FAFSA, and accept any state or federal grant aid before the Free College scholarship is applied.

The Free College Scholarship benefits only a limited number of the people we serve. The average age of Maine community college degree-seeking students is 25 years old, and 34 percent of our non-Early College students are 25 or older.

In total, MCCS serves more than 29,000 people a year through a broad range of two-year degree programs, one-year certificate programs, advanced certificates, continuing education, and short-term workforce training courses.

A long-time high school counselor described the scholarship’s impact this way:

*“As school counselors, we have talked about community colleges more in the past year than perhaps the previous (sometimes considerable) years in the field combined. **Kids that never saw themselves as “college material” are legit going to college.** Undecided students can now proudly proclaim “I don’t know what I want to do, but I am going to community college to figure it out.” **First generation kids and families are finally able to consider being the first to pursue education after high school because they know it won’t be a money pit that leads to financial ruin.** “Four-year college kids” who have no interest in a four-year college program now have cover to make the decision that is best for them without undue outside influence. And financially savvy kids are taking advantage of 2+2 transfer programs to cut costs, and therefore amassing less student loan debt.”*  
– Camden Hills Regional High School Counselor Piet Lammert

## KEY GOALS AND STRATEGIES

### **1. Remove financial barriers to college for students most affected by the pandemic**

Community colleges largely serve first-generation, low-income students. Even pre-pandemic, these students and families were the least able to consider or afford college. The pandemic made a bad situation worse, with job losses hitting lower-income families hardest – and jeopardizing the futures of teenagers in those households. Between 2019 and 2021, nationwide enrollment at two-year public colleges dropped 17.5 percent, compared to less than 1 percent at four-year colleges. Graduate enrollment *increased* 5.4 percent over those same two years.

### **2. Motivate high school students to graduate and stay in Maine, attract working families to Maine**

The promise of tuition-free college provides high school students with good reason to not just graduate high school, but to stay in Maine instead of leaving to pursue college or work elsewhere. It's also a benefit for Maine employers looking to attract out-of-state workers by offering a free in-state college benefit for their children. The scholarship, by being open to out-of-state high school graduates, encourages in-migration of young people to Maine, where they contribute to the economy during their college years and likely stay for work after graduation. Traditionally, 90 percent of Maine community college graduates stay in Maine after graduation.

### **3. Increase the number of skilled workers entering the Maine workforce**

Some students can flounder when they go to college, taking random classes without a clear goal in mind and struggling to find a unifying theme to their education. The Free College scholarship onboarding process requires students to enroll in a specific one-year certificate or two-year associate degree program, meet with an advisor, and map out a clear academic pathway. Students cannot get the scholarship if they are “undeclared.” This ensures students benefit from up-front advice from trained advisors, know what student support is available to them, and maximizes their chances of success.

*“Personally, I considered nurses the heroes of the pandemic, and this inspired me to want to pursue becoming a nurse. **The Free College Scholarship is a call to action, and I am answering that call to step up, and be what my state needs me to be.** I am very appreciative of the opportunity and will not let it go to waste.” – Kierstyn Lyons, CMCC*

#### **4. Maximize the state's investment**

Intentionally making the scholarship a so-called “last dollar” scholarship is intended to stretch the state’s investment over the longest period. By tapping into state and federal grant aid first, many Free College students do not even need any funds from the \$20 million Free College Scholarship allocation because the \$3,700 annual cost of tuition and mandatory fees is covered by grant aid.

In 2022-23, MCCS distributed \$10.2 million in Free College scholarship money, after Free College students collected \$11.4 million in federal Pell Grants and \$4.9 million in State of Maine Grants. Of the 6,577 Free College students, 3,826 received Free College scholarships, for an average amount of \$2,671.

*“I was not really sure what I wanted to do when it came to college. Spending thousands of dollars to figure it out really made me nervous, especially with all the talk around the country about student loan debt. **The Free College Scholarship really gave me the peace of mind and the extra bump in the right direction to start college.** – Mikenzie Melendez, CMCC*

Many lower-income students don’t even apply to college because they presume they can’t afford it – not realizing they would be eligible for federal and state grants that cover the low costs of a community college education. Requiring the FAFSA, which unveils what aid students qualify for, was an important element of the initiative. Admissions officers say many Free College students and families were surprised to learn that they qualified for grant aid.

### **To meet these goals, we embraced the following strategies:**

**Keep it simple:** Many prospective students have little to no experience or resources when enrolling in college, and the experience can be daunting. Minimal requirements, a streamlined process, strong advisory support, and clear guardrails emerged as high priorities in shaping the scholarship requirements.

**Include adult learners:** Not everyone gets a high school diploma. The scholarship is available to adult and alternative learners who have proven they have the desire and ability to pursue their education by passing the Hi-SET or its equivalent. This is particularly important for re-capturing people who left high school but returned to education later in life, and New Mainers establishing a local education record.

**Provide tailored support to Free College students:** Many pandemic-era students missed out on “college prep” and needed more help choosing a college and classes. Each Free College student is assigned an advisor to assist them with onboarding, resources, and mapping out academic pathways.

**Increase transfer opportunities to four-year colleges:** The colleges have hundreds of existing transfer opportunities, and the Free College Scholarship makes this work even more vital. A block transfer agreement with the University of Maine System, established in 2015, guarantees that up to 35 general education credits in an Associate of Arts program will transfer to any of our 15 public institutions. Every year, about 600 community college students transfer to the UMS system. This year, Maine is joining the New England Board of Higher Education (NEBHE) New England Transfer Guarantee program, streamlining the path for community college graduates with an eligible GPA to transfer to four-year colleges in Maine.

**Work closely with partners:**

Across the state, many people and organizations helped spread awareness of the scholarship. We are particularly grateful to the many Maine high school counselors, teachers, coaches, and other leaders who told their students about this opportunity; the Adult Education community; the Finance Authority of Maine (FAME); the governor's office, legislators and the state departments of education, labor, and economic and community development; and education partners across the state. The success of Free College this year was truly a team effort!

*Commissioner Heather Johnson was at a store in Skowhegan when a young woman and her mother got in line behind her. **They'd just come from Kennebec Valley Community College orientation, and the young woman was so excited that she qualified for free college.** "They were both so happy. They said they weren't sure what she was going to do before but with this as a choice she can go to school. She's going to live at home and can work around classes and can make it all work."*

**Improve the scholarship program where possible:** In keeping with our commitment to being nimble and responsive, Maine's community colleges closely review the Free College student experience. Just weeks into the Fall 2022 semester, advisors and instructors noted that some students were struggling to meet the full-time enrollment requirement and feared losing the scholarship if they needed to drop a class. That led to a recommendation, later adopted by the Legislature, to allow scholarship students to attend part-time. Students must now graduate within 200 percent of completion time, which is two years for a certificate, and four years for an associate degree. Another change was allowing high school graduates to enroll up to two years after high school, since many students need to experience "real life" for a few years before realizing the value of a degree.

**Keep Maine competitive:** Free College is now in place in more than half the states, and Maine doesn't want to be left behind or be less competitive in attracting workers. Data show college graduates have higher earning power, enter a career track faster, are more "recession-proof," and earn significantly more money over their careers than high school graduates. It's a smart investment, with considerable ROI, and will help support a strong state economy.

# **MAINE FREE COLLEGE REPORT DATA**

## **Appendix I**

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## **2022-2023 Enrollment Highlights**

### ***How many Free College students were enrolled?***

<b>Headcount</b>	<b>Annual (Deduplicated)</b>	<b>Fall 2022</b>	<b>Spring 2023</b>	<b>Summer 2023</b>
<b>TOTAL Headcount</b>	<b>23,661</b>	<b>17,012</b>	<b>14,152</b>	<b>5,586</b>
Degree-Seeking Headcount	14,159	11,272	10,191	4,031
<b>Maine Free College Headcount</b>	<b>6,557</b>	<b>5,550</b>	<b>4,926</b>	<b>1,719</b>
% of Degree-Seekers who were Free College Students	46.3%	49.2%	48.3%	42.6%

### ***How many credits did Free College students take?***

<b>Total Credits</b>	<b>Annual</b>	<b>Fall 2022</b>	<b>Spring 2023</b>	<b>Summer 2023</b>
<b>ALL Student Total Credits</b>	<b>293,675.4</b>	<b>142,951.5</b>	<b>120,731.4</b>	<b>29,992.5</b>
Degree-Seeking Total Credits	246,051.0	118,250.5	104,253.0	23,547.5
<b>Maine Free College Total Credits</b>	<b>137,161.0</b>	<b>68,815.5</b>	<b>58,450.5</b>	<b>9,895.0</b>
% of Degree-Seeker Credits that were Free College	55.7%	58.2%	56.1%	42.0%

### ***Which high school graduating classes did they come from?***

<b>Headcount</b>	<b>Total</b>	<b>Class of 2022</b>	<b>Class of 2021</b>	<b>Class of 2020</b>
<b>Headcount</b>	<b>6,557</b>	<b>2,857</b>	<b>2,160</b>	<b>1,540</b>
Percent of Total	100%	44%	33%	23%

*MCCS DataMart*



## **College-Going Enrollment Trends**

### ***What are the statewide college enrollment trends?***

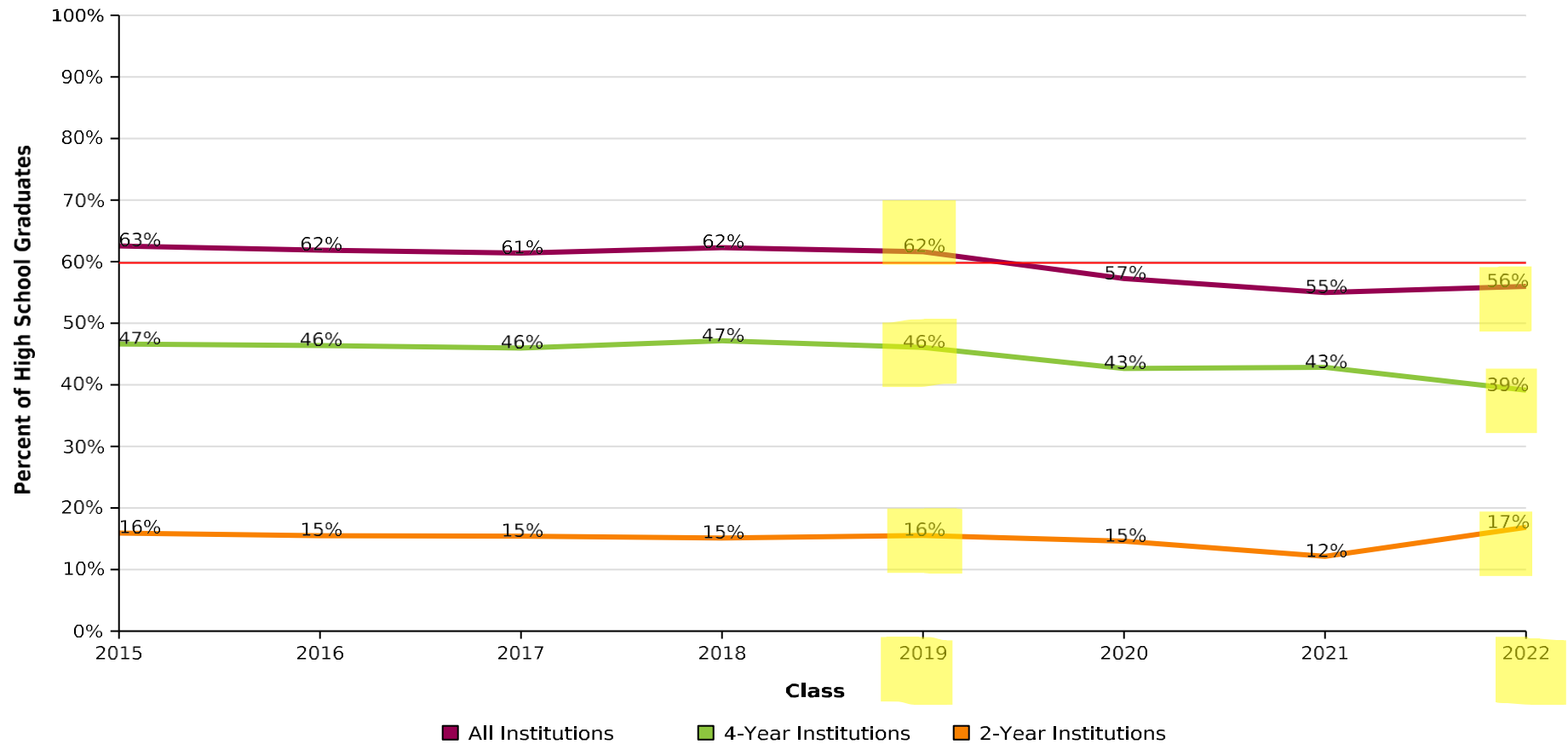
The following charts show National Student Clearinghouse data on how many Maine high school graduates go to college, and whether those colleges are in Maine or out-of-state, and whether they are two-year or four-year colleges.

Of note:

- Pre-pandemic, Maine's college-going rate was consistently at 62 percent, with a steady 71 percent attending a Maine college. Of those college-going grads, a steady 75 percent enrolled at a four-year college and 25 percent enrolled at a two-year college.
- In 2022, the college-going rate remained stubbornly low at 56 percent. The number of graduates enrolling in four-year colleges or two year-colleges shifted five percent, from 75%-25% in 2019 to 70%-30% in 2022. In whole numbers, that five percent difference represents a total of 351 additional students who chose to attend a two-year college instead of a four-year college.

## Percent of Students Enrolled in College the Fall Immediately After High School by Institutional Level

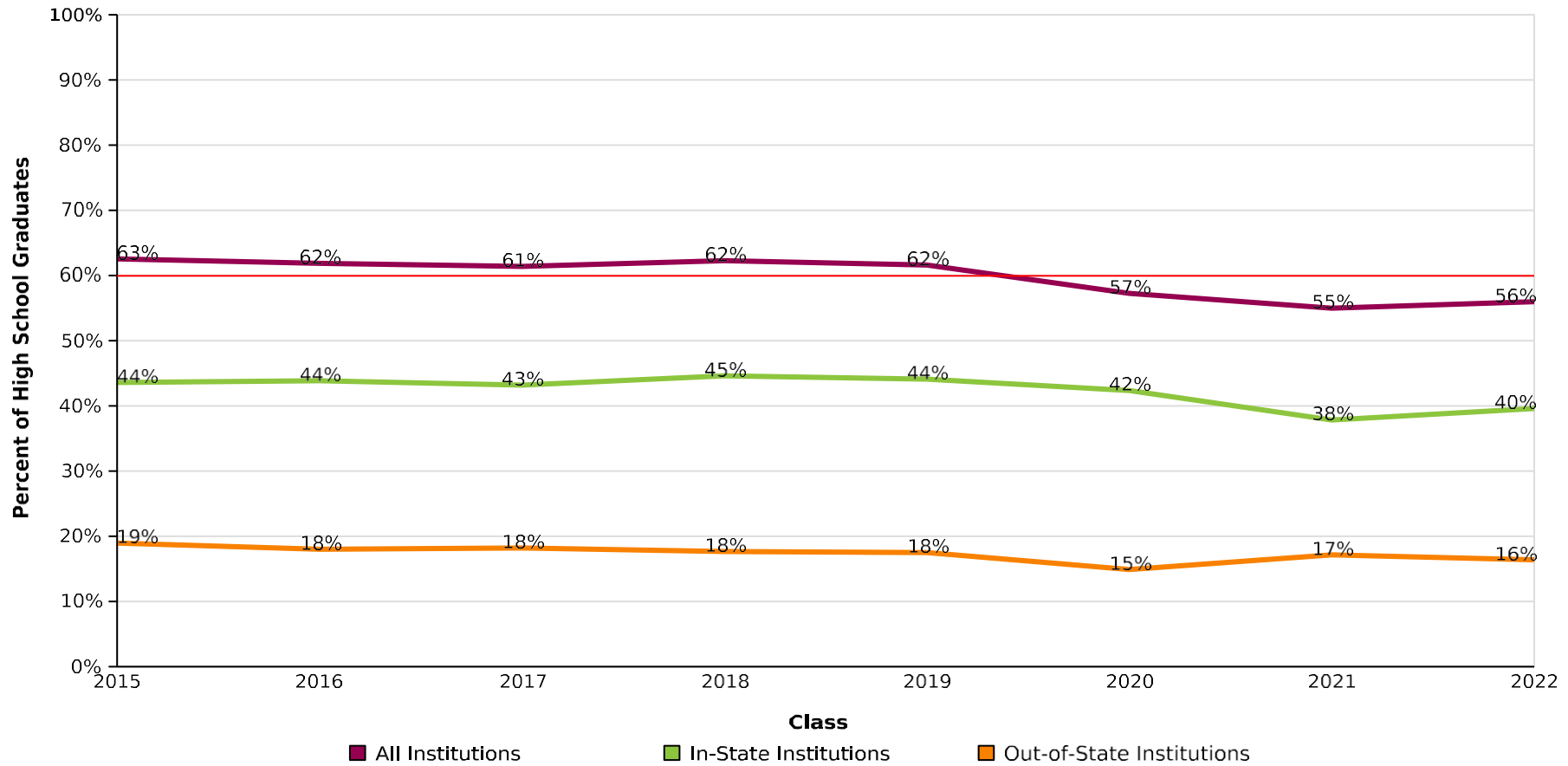
Effective Date = April 27, 2023



National Student Clearinghouse

# Percent of Students Enrolled in College the Fall Immediately After High School by Institutional Location

Effective Date = April 27, 2023



## College-Going Trends of Maine's High School Graduates

***How many Maine high school graduates went to college? Did they attend a public or private college? Did they attend a 4-year or 2-year college? Did they attend college in Maine or out-of-state? What are the differences between pre-pandemic 2019 figures and 2022?***

Class of	2015	2016	2017	2018	2019	2020	2021	2022	# change 2019-22	% change 2019-22
<b>Total # Maine HS graduates</b>	12,659	12,737	12,573	12,665	12,901	12,440	12,250	12,289	<b>&lt;612&gt;</b>	<b>&lt;4.7%&gt;</b>
<b>Total enrolled in college</b>	7,918	7,880	7,719	7,887	7,948	7,123	6,736	6,880	<b>&lt;1,068&gt;</b>	<b>&lt;13.4%&gt;</b>
<b>PUBLIC V. PRIVATE?</b>										
<b>Total in Public colleges</b>	5,199	5,110	5,022	5,116	5,382	4,797	4,450	4,709	<b>&lt;673&gt;</b>	<b>&lt;12.5%&gt;</b>
<b>Total in Private colleges</b>	2,719	2,770	2,697	2,771	2,566	2,326	2,286	2,171	<b>&lt;395&gt;</b>	<b>&lt;15%&gt;</b>
<b>4-YEAR V. 2-YEAR?</b>										
<b>Total in 4-Year colleges</b>	5,902	5,907	5,780	5,972	5,944	5,306	5,248	4,809	<b>&lt;1,135&gt;</b>	<b>&lt;19.1%&gt;</b>
<b>Total in 2-Year colleges</b>	2,016	1,973	1,939	1,915	2,004	1,817	1,488	2,071	<b>67</b>	<b>3.3%</b>
<b>IN-STATE V. OUT-OF-STATE?</b>										
<b>Total In-State colleges</b>	5,518	5,586	5,430	5,650	5,690	5,269	4,635	4,866	<b>&lt;824&gt;</b>	<b>&lt;14.5%&gt;</b>
<b>Total Out-of-State colleges</b>	2,400	2,294	2,289	2,237	2,258	1,854	2,101	2,014	<b>&lt;244&gt;</b>	<b>&lt;10.8%&gt;</b>

*National Student Clearinghouse*

## Total College Enrollment in Maine

***How many college students are there in Maine? Do they attend public 2-year colleges, public 4-year colleges or private nonprofit 4-year colleges?***

Estimated Total Enrollment	Fall 2017	Fall 2018		Fall 2019		Fall 2020		Fall 2021		Fall 2022	
	Enrollment	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year	Enrollment	% Change from Previous Year
<b>Maine Total Enrollment</b>	<b>72,407</b>	<b>73,120</b>	<b>1.0%</b>	<b>73,298</b>	<b>0.2%</b>	<b>70,772</b>	<b>-3.4%</b>	<b>69,087</b>	<b>-2.4%</b>	<b>73,093</b>	<b>5.8%</b>
Maine Public 4-year	31,075	31,712	2.1%	31,826	0.4%	31,673	-0.5%	31,022	-2.1%	31,086	0.2%
Maine Public 2-year	16,532	16,631	0.6%	17,104	2.8%	15,847	-7.4%	14,970	-5.5%	17,054	13.9%
Maine Private nonprofit 4-year	24,801	24,777	-0.1%	24,367	-1.7%	23,251	-4.6%	3,095	-0.7%	24,953	8.0%

National Student Clearinghouse  
<https://nscresearchcenter.org/current-term-enrollment-estimates/> Fall 2022 Appendix

## **Free College Students: Demographics**

Residency	All Degree-Seeking		Maine Free College	
	#	%	#	%
In-State	13,476	95.2%	6,256	95.1%
Out-of-State	683	4.8%	321	4.9%
<b>Total</b>	<b>14,159</b>	<b>100.0%</b>	<b>6,577</b>	<b>100.0%</b>

Gender	All Degree-Seeking		Maine Free College	
	#	%	#	%
Female	8,255	58.3%	3,357	51.0%
Male	5,805	41.0%	3,155	48.0%
Other	99	0.7%	65	1.0%
<b>Total</b>	<b>14,159</b>	<b>100.0%</b>	<b>6,577</b>	<b>100.0%</b>

Race / Ethnicity	All Degree-Seeking		Maine Free College	
	#	%	#	%
2 or More Races	422	3.0%	222	3.4%
American Indian or Alaska Native	90	0.6%	38	0.6%
Asian	249	1.8%	100	1.5%
Black or African American	1,200	8.5%	536	8.1%
Hispanic/Latino	535	3.8%	251	3.8%
Native Hawaiian or Other Pacific Islander	14	0.1%	5	0.1%
Unknown	390	2.8%	204	3.1%
White	11,259	79.5%	5,221	79.4%
<b>Total</b>	<b>14,159</b>	<b>100.0%</b>	<b>6,577</b>	<b>100.0%</b>

*MCCS Datamart*

## **Free College Students: Areas of Study**

***What kind of programs did Free College students pursue?***

Level of Study	All Degree-Seeking		Maine Free College		Fall 2019 Degree-Seeking	
	#	%	#	%	#	%
1-Year Certificate	1,401	9.9%	566	8.6%	950	7.8%
2-Year Associate Degree	12,758	90.1%	6,011	91.4%	11,154	92.2%
<b>Total</b>	<b>14,159</b>	<b>100.0%</b>	<b>6,577</b>	<b>100.0%</b>	<b>12,104</b>	<b>100.0%</b>

Type of Study	All Degree-Seeking		Maine Free College		Fall 2019 Degree-Seeking	
	#	%	#	%	#	%
Career/Technical	11,156	78.8%	4,945	75.2%	8,541	70.6%
Liberal Arts/Studies	3,003	21.2%	1,632	24.8%	3,563	29.4%
<b>Total</b>	<b>14,159</b>	<b>100.0%</b>	<b>6,577</b>	<b>100.0%</b>	<b>12,104</b>	<b>100.0%</b>

***Which degree and certificate programs were most popular?***

### **TOP 10**

#### **Associate degree programs (2-year)**

General Studies/Liberal Studies.....	1,220
Business Administration.....	641
Health Care.....	298
Criminal Justice.....	187
Education.....	170
Early Childhood Education.....	169
Human Services.....	151
New Media.....	149
Automotive.....	144
Network and System Administration.....	117

### **TOP 10**

#### **Certificate degree programs (1-year)**

Electrician.....	102
Heath care.....	79
Welding.....	48
Plumbing.....	28
Lineworker.....	17
Small Business Administration.....	15
Human Services.....	13
Medical/Clinical Assistant.....	13
Machine tool Technology.....	10
Construction.....	10

*MCCS Fall 2022 DataMart*

## **Top Sending Maine High Schools (Classes of 2020, 2021, 2022)**

	<b>Free College Students</b>
GED / HiSET / Adult Diploma	252
Lewiston High School	181
Thornton Academy	112
Edward Little High School	107
Bangor High School	96
South Portland High School	95
Noble High School	90
Bonny Eagle High School	87
Home Schooled	83
Sanford High School	82
Leavitt Area High School	76
Massabesic High School	76
Portland High School	75
Messalonskee High School	74
Oxford Hills Comp High School	73
Biddeford High School	72
Windham High School	71
Westbrook High School	70
Brewer High School	66
Skowhegan Area High School	66
Deering High School	64
Hampden Academy	62
Hermon High School	59
Gray-New Gloucester High School	58
Old Town High School	57
Nokomis Regional High School	56
Oak Hill High School	56
Gorham High School	53
Lawrence High School	52
Brunswick High School	51
Marshwood High School	49
Mount Ararat High School	48
Poland Regional High School	48
Baxter Academy for Technology & Science	46
Cony High School	46
Lake Region High School	45
Morse High School	45
Scarborough High School	45
Freeport High School	43
Spruce Mountain High School	42

	<b>Free College Students</b>
Kennebunk High School	41
Freeport High School	43
Spruce Mountain High School	42
Kennebunk High School	41
Fryeburg Academy	40
Mount Blue High School	40
Erskine Academy	39
John Bapst Memorial High School	37
Wells High School	37
Casco Bay High School	35
Greely High School	34
Lincoln Academy	34
Lisbon High School	34
Waterville Senior High School	34
Ellsworth High School	31
Gardiner Area High School	30
Washington Academy	30
Bucksport High School	29
Camden Hills Regional High School	29
Maine Virtual Academy	29
Winslow High School	29
Falmouth High School	27
Mount View High School	27
Dirigo High School	26
Calais High School	25
Monmouth Academy	24
Belfast Area High School	23
York High School	23
Medomak Valley High School	22
Oceanside High School	22
Sacopee Valley High School	22
Maranacook Community School	21
Mountain Valley High School	21
Orono High School	20
Robert W Traip Academy	20
Cape Elizabeth High School	19
Mattanawcook Academy	19

MCCS DataMart



## **Top Sending Maine High Schools – Annually**

	2016	2017	2018	2019	2020	2021	2022
Lewiston High School	81	77	82	84	77	60	89
Thornton Academy	52	46	37	44	57	43	55
Edward Little High School	39	57	47	47	40	40	54
Noble High School	36	30	41	32	39	30	51
Sanford High School	56	43	42	48	36	27	48
Bonny Eagle High School	45	54	36	37	31	35	45
Biddeford High School	21	28	41	36	28	28	44
South Portland High School	40	34	36	47	41	37	42
Bangor High School	29	30	23	39	16	23	40
Westbrook High School	25	28	43	35	40	25	40
Portland High School	33	33	27	32	29	17	39
Massabesic High School	43	38	46	39	28	22	37
Windham High School	42	29	31	36	24	29	37
Leavitt Area High School	31	22	29	44	25	28	34
Deering High School	35	25	27	30	33	19	33
Hermon High School	32	25	12	21	15	15	32
Messalonskee High School	35	25	31	25	28	26	31
Brewer High School	33	21	28	26	18	27	30
Mount Ararat School	30	29	25	16	22	18	30
Nokomis Regional High School	26	28	25	23	13	15	29
Old Town High School	12	13	12	12	8	18	29
Gray-New Gloucester High School	27	18	23	20	18	14	28
Lawrence High School	23	34	22	22	24	25	28
Oxford Hills High School	33	35	31	50	28	24	28
Baxter Academy for Technology and Science	7	11	8	9	6	11	26
Brunswick High School	13	17	21	19	10	13	26
Gorham High School	21	21	23	12	22	14	26
Lake Region High School	30	23	25	20	6	22	26
Fryeburg Academy	10	6	7	12	9	8	25
Oak Hill High School	19	21	24	33	33	12	25
Skowhegan Area High School	26	22	28	28	40	29	25
Marshwood High School	25	25	28	22	22	23	23
Scarborough High School	48	17	15	25	35	15	23
Lisbon High School	11	13	22	13	11	3	22
John Bapst Memorial High School	8	7	4	6	5	4	20
Morse High School	18	25	28	24	23	13	20
Mount Blue High School	22	15	19	18	18	12	20
Presque Isle High School	16	17	20	21	18	16	20

*MCCS DataMart*

## **Free College Students: Success Metrics**

### ***How academically successful were Free College students?***

Fall to Spring Retention	All Degree-Seeking	Maine Free College	Non-Maine Free College
Fall 2022 -Spring 2023	71.6%	74.3%	69.1%

*MCCS DataMart*

With only two semesters of data, it is too soon to draw many conclusions on the academic success of Maine Free College students. However, data from the first two semesters shows a strong level of semester-to-semester persistence and academic progress.

To help these students succeed, the colleges require Maine Free College students to choose one of eight clustered academic pathways and enroll into a two-year degree or one-year certificate program in that pathway. These pathways provide clear, coherent routes semester-to-semester that, coupled with guidance from a dedicated pathways advisor, helps the student stay on track for successful completion.

The pathways' structure is a national educational model that has demonstrated higher retention and higher success outcomes for students.

At Maine's community colleges, the eight pathways are:

- Arts, Humanities, Digital Media and Communication
- Business and Hospitality
- Computer Science and Information Technology
- Education, Human Services, and Social and Behavioral Sciences
- Health Sciences
- Industrial Technology and Transportation
- Public Safety
- Sciences, Engineering, and Mathematics

## Free College Students: Financial Disbursements

*How much federal and state grant aid was distributed to Free College students? How many needed the “last-dollar” Free College Scholarship?*

Aid Disbursed 2022-2023	Pell Grants			State of Maine Grants			Free College Scholarship Grants		
	Students	Total disbursed	Average grant	Students	Total disbursed	Average grant	Students	Total disbursed	Average grant
Fall 2022	2,388	\$5,816,478	\$2,436	2,492	\$2,737,536	\$1,099	3,119	\$5,087,804	\$1,631
Spring 2023	2,063	\$4,899,048	\$2,375	2,134	\$2,242,601	\$1,051	2,682	\$4,253,519	\$1,586
Summer 2023	466	\$676,631	\$1,452	0	\$0	\$0	1,138	\$877,338	\$771
<b>Annual Total</b>	<b>2769</b>	<b>\$11,392,157</b>	<b>\$4,114</b>	<b>2821</b>	<b>\$4,980,137</b>	<b>\$1,765</b>	<b>3826</b>	<b>\$10,218,661</b>	<b>\$2,671</b>

MCCS DataMart

	A	B	C	D	E	F	G	H
1	<b>FALL 2023 Program Headcount</b>							
2	<i>A = Associate degree; C= Certificate program; D = Diploma</i>							
3								
4	<b>ARTS, HUMANITIES, DIGITAL MEDIA, AND COMMUNICATION</b>	<b>CMCC</b>	<b>EMCC</b>	<b>KVCC</b>	<b>NMCC</b>	<b>SMCC</b>	<b>WCCC</b>	<b>YCCC</b>
5	Animation, Interactive Technology, Video Graphics, and Special Effects					A-233		A-81
6	General Studies	A-637		A-118				
7	Graphic Communications, General	A-72						
8	Liberal Arts and Sciences, General Studies and Humanities, Other					A-58		
9	Liberal Arts and Sciences/Liberal Studies	A-84	A-206	A-101	A-59 / C-1	A-1121	A-43	A-153
10	<b>BUSINESS AND HOSPITALITY</b>	<b>CMCC</b>	<b>EMCC</b>	<b>KVCC</b>	<b>NMCC</b>	<b>SMCC</b>	<b>WCCC</b>	<b>YCCC</b>
11	Accounting	A-115		A-73	A-21			A-36
12	Arts, Entertainment, and Media Management, General	A-20						
13	Business Administration and Management, General	A-359/ C-16	A-187		A-65	A-587	A-53	A-134/C-16
14	Culinary Arts/Chef Training	A-39/C-8	A-42	A-26/C-1		A-111		
15	Hospitality Administration/Management, General					A-31		
16	Marketing/Marketing Management, General			A-139/C-2				
17	Parks, Recreation, and Leisure Studies						A-10	
18	Restaurant, Culinary, and Catering Management/Manager	A-4	A-4					
19	Business/Corporate Communications, General							C-3
20	Entrepreneurship/Entrepreneurial Studies				C-8		C-9	
21	General Office Occupations and Clerical Services				C-1			
22	Small Business Administration/Management		C-39					
23	<b>COMPUTER SCIENCE AND INFORMATION TECHNOLOGY</b>	<b>CMCC</b>	<b>EMCC</b>	<b>KVCC</b>	<b>NMCC</b>	<b>SMCC</b>	<b>WCCC</b>	<b>YCCC</b>
24	Computer and Information Systems Security/Auditing/Information Assurance	A-43				A-117		
25	Computer Graphics		A-63/C-3					
26	Computer Science		C-11			A-169		A-30
27	Network and System Administration/Administrator	A-104	A-80		A-25/C-1	A-75	A-13	A-33/C-1
28	Computer Support Specialist		C-6					C-2
29	Web Page, Digital/Multimedia and Information Resources Design							C-1
30	<b>EDUCATION, HUMAN SERVICES, AND SOCIAL AND BEHAVIORAL SCIENCES</b>	<b>CMCC</b>	<b>EMCC</b>	<b>KVCC</b>	<b>NMCC</b>	<b>SMCC</b>	<b>WCCC</b>	<b>YCCC</b>
31	Criminology	A-16						
32	Early Childhood Education and Teaching	A-79	A-45/ C-2	A-127	A-28	A-119	A-16/ C-2	
33	Education, General	A-57	A-80/C-5			A-105	A-22	A-54
34	Forensic Social Work							A-31
35	Gerontology							A-3
36	Human Services, General	A-176/ C-6	A-68/C-1			A-91/ C-27	A-34	A-112/C-5
37	Mental and Social Health Services and Allied Professions, Other			A-64/C-17				
38	Psychology, General	A-61		A-72				
39	Therapeutic Recreation/Recreational Therapy						A-3	
40	Substance Abuse/Addiction Counseling		C-7				C-25	C-18
41	Teacher Assistant/Aide					C-2		
42	<b>HEALTH SCIENCES</b>	<b>CMCC</b>	<b>EMCC</b>	<b>KVCC</b>	<b>NMCC</b>	<b>SMCC</b>	<b>WCCC</b>	<b>YCCC</b>
43	Agricultural and Domestic Animal Services, Other							A-40
44	Cardiovascular Technology/Technologist					A-26		
45	Dietetic Technician					A-38		
46	Emergency Medical Technology/Technician (EMT Paramedic)		A-19/C-2	A-6/C-46	A-19/C-9	A-29		
47	Health Information/Medical Records Technology/Technician			A-44				
48	Health Services/Allied Health/Health Sciences, General			C-201		A-854	C-20	A-114
49	Medical Insurance Coding Specialist/Coder	A-106						
50	Medical Office Assistant/Specialist		A-10/ C-5					
51	Medical/Clinical Assistant	A-5	A-20	A-3	A-10	A-70	A-14	
52	Occupational Therapist Assistant			A-19				
53	Physical Fitness Technician	A-21						
54	Physical Therapy Assistant			A-32				
55	Radiologic Technology/Science - Radiographer		A-36	A-33		A-35		
56	Registered Nursing/Registered Nurse	A-96	A-121	A-89	A-59	A-190		A-44
57	Respiratory Care Therapy/Therapist			A-36		A-31		
58	Surgical Technology/Technologist		A-17			A-2		
59	Veterinary/Animal Health Technology/Technician and Veterinary Assistant							A-37
60	Allied Health and Medical Assisting Services, Other					C-1		
61	Licensed Practical/Vocational Nurse Training					C-6		
62	Medical Administrative/Executive Assistant and Medical Secretary						C-8	
63	Medical Insurance Coding Specialist/Coder	C-16		C-15	C-20			
64	Medical/Clinical Assistant		C-15	C-17	C-1			
65	Phlebotomy Technician/Phlebotomist						C-8	
66	<b>INDUSTRIAL TECHNOLOGY AND TRANSPORTATION</b>	<b>CMCC</b>	<b>EMCC</b>	<b>KVCC</b>	<b>NMCC</b>	<b>SMCC</b>	<b>WCCC</b>	<b>YCCC</b>
67	Agroecology and Sustainable Agriculture					A-81		
68	Autobody/Collision and Repair Technology/Technician				A-20			
69	Automobile/Automotive Mechanics Technology/Technician	A-105	A-37/C-1		A-15/ C-1	A-77/ C-1	A-6/ C-8	
70	Building Construction Technology/Technician	A-50/C-6	A-28/ C-2	A-5/ C-12	C-13	A-42/ C-11		
71	Building/Property Maintenance	A-7						
72	Cabinetmaking and Millwork		A-15/ C-3					
73	Civil Engineering Technologies/Technicians	A-34						
74	Construction Trades, Other							A-20
75	Diesel Mechanics Technology/Technician				A-23/ C-2		C-6	
76	Electrical, Electronic, and Communications Engineering Technology/Technician			A-39/ C-1		A-138		
77	Electrician		C-133	A-32/ C-20	A-46/ C-1	C-74	D-14	C-20
78	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	A-43/ C-10	A-29/ C-1	A-11/ C-4	C-1	A-40/ C-7		
79	Heavy Equipment Maintenance Technology/Technician		A-24				C-1	
80	Machine Tool Technology/Machinist	A-32/ C-9		A-4/ C-14		A-30		
81	Mechanic and Repair Technologies/Technicians, Other						A-4	
82	Multi-/Interdisciplinary Studies, Other	A-1	A-169	A-35	A-66/ C-3		A-1	A-10
83	Plumbing Technology/Plumber	A-28/ C-8	C-15	C-7	A-27	A-38/ C-23		
84	Water Quality and Wastewater Treatment Management and Recycling Technology/Technician				A-12/ C-1			
85	Welding Technology/Welder		A-14/ C-22	C-18	C-13		C-16	
86	Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist					C-10		

	A	B	C	D	E	F	G	H
87	Construction/Heavy Equipment/Earthmoving Equipment Operation						C-14	
88	Lineworker			C-26				
89	Small Engine Mechanics and Repair Technology/Technician						C-12	
90	Vehicle Maintenance and Repair Technology/Technician, General					C-8		
91	Wind Energy System Installation and Repair Technology/Technician				C-6			
92	<b>PUBLIC SAFETY</b>	<b>CMCC</b>	<b>EMCC</b>	<b>KVCC</b>	<b>NMCC</b>	<b>SMCC</b>	<b>WCCC</b>	<b>YCCC</b>
93	Criminal Justice/Safety Studies	A-119/ C-11	A-50			A-96	A-24	A-23
94	Environmental/Natural Resources Law Enforcement and Protective Services	A-35						
95	Fire Science/Fire-fighting		A-21/ C-2			A-94/ C-1		
96	Forensic Science and Technology	A-25						
97	<b>SCIENCES, ENGINEERING, AND MATHEMATICS</b>	<b>CMCC</b>	<b>EMCC</b>	<b>KVCC</b>	<b>NMCC</b>	<b>SMCC</b>	<b>WCCC</b>	<b>YCCC</b>
98	Biology/Biological Sciences, General	A-35		A-27				
99	Biotechnology					A-43		
100	Drafting and Design Technology/Technician, General					A-118/ C-1		A-26/ C-8
101	Electrical/Electronic Engineering Technologies/Technicians, Other		A-32					
102	Electromechanical/Electromechanical Engineering Technology/Technician	A-85/ C-11					A-8	
103	Engineering, General			A-2		A-119		
104	Exercise Science and Kinesiology	A-34						
105	Industrial Production Technologies/Technicians, Other						A-2	
106	Marine Biology and Biological Oceanography					A-99		
107	Industrial Production Technologies/Technicians, Other						C-1	
108								
109	<b>Source: MCCS DataMart</b>							

ATTACHMENT F

## Program-to-Program Articulation Agreements between University of Maine System and Maine Community College System

*This list of transfer agreements does not include System-wide agreements focused on block transfer, reverse transfer, and liberal studies transfer ([Advantage U](#)).*

Central Maine Community College	
CMCC Degree	Transfer Degree
A.A. in Liberal Studies	UMaine B.A. in Economics
A.A. in Liberal Studies	UMaine B.A. in History
A.A. in Liberal Studies	UMaine B.A. in Political Science
A.A.S. in Accounting	UMaine B.S.B.A. in Accounting
A.A.S. in Computer Technology	USM B.S. in Technology, Concentration in Information and Communications Technology
A.A.S. in Criminal Justice	USM B.A. in Social and Behavioral Sciences, Concentrations available: Counseling, Generalist, Public Health
A.A.S. in Early Childhood Education	UMA B.A. in Liberal Studies with Early Childhood Teacher minor
A.A.S. in Early Childhood Education	UMA B.S. in Elementary Education (K-3)
A.A.S. in Early Childhood Education	UMF B.S. in Early Childhood Education
A.A.S. in Early Childhood Education	USM B.A. in Social and Behavioral Sciences, Concentrations available: Counseling, Generalist, Public Health
A.A.S. in Forensic Science	USM B.A. in Chemistry
A.A.S. in Forensic Science	USM B.S. in Chemistry
A.A.S. in Forensic Science	USM B.A. in Criminology
A.A.S. in Human Services	UMF B.S. in Rehabilitation Services
A.A.S. in Human Services	USM B.A. in Psychology
A.A.S. in Human Services	USM B.A. in Social and Behavioral Sciences, Concentrations available: Counseling, Generalist, Public Health
A.A.S. in Physical Fitness Specialist	UMF B.S. in Community Health Education, Physical Activity and Nutrition Concentration
A.A.S. in Physical Fitness Specialist	USM B.S. in Health Sciences
A.A.S. in Precision Machining Technology	USM B.S. in Technology Management, Concentration in Precision Manufacturing
A.S. in Business Transfer	UMaine B.S.B.A. in Accounting
A.S. in Business Transfer	UMaine B.S.B.A. in Finance
A.S. in Business Transfer	UMaine B.S.B.A. in Management
A.S. in Business Transfer	UMaine B.S.B.A. in Marketing
A.S. in Computer Technology	USM B.S. in Information Technology
A.S. in Education	UMA B.A. in Liberal Studies with Early Childhood Teacher minor
A.S. in Education	UMA B.S. in Elementary Education (K-3)
A.S. in Education	UMA B.S. in Elementary Education (K-8)
A.S. in Education	UMA B.S. in Secondary Education (7-12) With content area concentrations in: English, Life Science, Physical Science, Mathematics, Social Studies
A.S. in Life Science	USM B.S. in Biochemistry
A.S. in Life Science	USM B.S. in Biology

A.S. in Life Science	USM B.S. in Biology: Biotechnology Concentration
A.S. in Life Science	USM B.S. in Health Sciences, Pre-Professional Track
A.S. in Nursing	UMA B.S. in Nursing (B.S.N)
A.S. in Nursing	UMFK B.S. in Nursing (B.S.N.)
A.S. in Nursing	USM B.S. in Nursing (B.S.N.)
<b>Eastern Maine Community College</b>	
A.A. Liberal Studies	UM Bachelor of University Studies
A.A. Liberal Studies	UMA A.S. Dental Assisting
A.A. Liberal Studies	UMA B.A. English
A.A. Liberal Studies	UMA B.A. Social Science
A.A.S. Automotive Technology	UMFK B.S. Business Management – Technology Concentration
A.A.S. Building Construction	UMFK B.S. Business Management – Technology Concentration
A.A.S. Business Management	UM B.S. Business Administration
A.A.S. Business Management	UM B.S. Business Administration in Finance
A.A.S. Business Management	UM B.S. Business Administration in Marketing
A.A.S. Business Management	UMA B.S. Business Administration – Accounting
A.A.S. Business Management	UMA B.S. Business Administration – Management
A.A.S. Business Management	UMFK B.S. Business Management
A.A.S. Computer Technology	UMA B.S. Computer Information Systems
A.A.S. Computer Technology	UMFK B.S. Business Management – Technology Concentration
A.A.S. Criminal Justice	UMA B.S. Justice Studies
A.A.S. Culinary Arts	UMFK B.S. Business Management – Technology Concentration
A.A.S. Digital Graphic Design	UMFK B.S. Business Management – Technology Concentration
A.A.S. Digital Graphic Design	USM B.A. Communication
A.A.S. Digital Graphic Design	USM B.A. Media Studies
A.A.S. Early Childhood Education	UM B.S. Childhood Development/Family Relations, ECE Education Option
A.A.S. Early Childhood Education	UMF B.S. Early Childhood Education
A.A.S. Early Childhood Education	UMFK B.S. Business Management – Technology Concentration
A.A.S. Education	UM B.S. Elementary Education
A.A.S. Education	UMF B.A. Liberal Studies – Education Pathways
A.A.S. Education	UMFK B.S. Business Management – Technology Concentration
A.A.S. Education (CTE Option)	UMFK B.S. Business Management – Technology Concentration
A.A.S. Electrical and Automation Technology	UM B.S. Electrical Engineering Technology
A.A.S. Electrical and Automation Technology	UMFK B.S. Business Management – Technology Concentration
A.A.S. Electrical and Automation Technology	USM B.S. Technology – Management Concentration
A.A.S. Emergency Medical Services	UMFK B.S. Business Management – Technology Concentration
A.A.S. Fine Woodworking and Cabinetmaking	UMFK B.S. Business Management – Technology Concentration
A.A.S. Hospitality and Tourism Management	USM B.A. Tourism and Hospitality Equivalency
A.A.S. Human Services	UMA B.S. Human Services*

A.A.S. Medical Office Technology	UMFK B.S. Business Management – Technology Concentration
A.A.S. Medical Radiography	USM B.S. Health Science
A.A.S. Refrigeration, Air Conditioning and Heating	UMFK B.S. Business Management – Technology Concentration
A.A.S. Surgical Technology	UMFK B.S. Business Management – Technology Concentration
A.A.S. Welding Technology	UMFK B.S. Business Management – Technology Concentration
A.S. Nursing	UMA B.S. Nursing
A.S. Nursing	UMFK B.S. Nursing
All A.A.S. Programs	UMA Bachelor of Applied Science

#### **Kennebec Valley Community College**

A.A.S. in Business Administration	UMA B.S. in Business Administration
A.A.S. in Mental Health Rehabilitation	UMA B.S. in Mental Health and Human Services
A.A.S. Early Childhood Education	UMA B.A. in Liberal Studies, Education Pathway
A.S. in Nursing	UMA B.S. in Nursing
A.A.S. in Early Childhood Education	UMF B.S. in Childhood Education
A.A.S. in Mental Health Rehabilitation	UMF B.S. in Rehabilitation Program
A.A.S. in Mental Health Rehabilitation	UMF B.A. Psychology
A.A.S. in Energy Services Technology	USM B.S. Applied Technical Leadership
A.A.S. in Electrical Technology	USM B.S. Applied Technical Leadership
A.A.S. in Applied Electronics and Computer Technology	UM B.S. Electrical Engineering Technology
A.A.S. in Mental Health Rehabilitation	UM B.A. Social Work
A.S. Psychology	UM B.A Psychology
A.A.S. in Medical Assisting	USM B.S. Health Sciences
A.A.S. in Health Information Management	USM B.S. Health Sciences
A.A.S. in Occupational Therapy Assistant	USM B.S. Health Sciences
A.A.S. in Occupational Therapy Assistant	USM Master of Occupational Therapy
A.A.S. in Electrical Technology	USM B.S. Industrial Technology
A.A.S. in Energy Services and Technology	USM B.S. Industrial Technology
A.A.S. in Culinary Arts	USM B.A. Tourism and Hospitality with Food Studies Minor
A.S. in Radiologic Technology	USM B.S. Health Sciences
A.S. in General Science/Biology	USM B.S. Environmental Science
A.A.S. in Physical Therapist Assistant	USM B.S. in Health Sciences
A.A.S. in Respiratory Therapy	USM B.S. in Health Sciences

#### **Northern Maine Community College**

A.A.S. in Early Childhood Education	UMPI B.S. in Elementary Education, Early Childhood option, General Education
A.A.S. in Automotive Collision Repair	UMFK B.S. in Business Management
A.A.S. in Automotive Technology	UMFK B.S. Business Management
A.A.S. Business Administration	UMFK B.S. in Business Management
A.A.S. in Building Construction Technology	UMFK B.S. in Business Management
AAS Network Administration & Cybersecurity (Computer and Network Technology)	UMFK B.S. in Business Management



A.A.S. in Diesel Hydraulics	UMFK B.S. in Business Management
A.A.S. in Early Childhood Education	UMFK B.S. in Business Management
A.A.S. in Electrical Construction and Maintenance	UMFK B.S. in Business Management
A.A.S. in Emergency Medical Services	UMFK B.S. in Business Management
A.A.S. in Medical Assisting	UMFK B.S. in Business Management
A.A.S Medical Coding (Health Information Management)	UMFK B.S. in Business Management
A.A.S. in Plumbing and Heating	UMFK B.S. in Business Management
A.A.S. in Precision Machining Technology	UMFK B.S. in Business Management
A.S. in Nursing	UMFK B.S. in Nursing

#### Southern Maine Community College

A.A.S. in Computer Technology	UMA B.S. in Public Administration
A.A.S in Criminal Justice	USM B.A. in Criminology
A.A.S in Culinary Arts	USM B.A. Tourism and Hospitality, Cultural and Culinary Tourism Concentration*
A.A.S in Cybersecurity	UMA B.S. in Cybersecurity
A.A.S. in Early Childhood Education	UMA B.S. in Child Development/Family Relations Early Childhood Education option
A.A.S. in Early Childhood Education	UMF B.S. in Early Childhood Education, Birth to Five Certification
A.A.S. in Early Childhood Education	UMF B.S. in Early Childhood Education, K-3 Certification
A.A.S in Fire Science Technology	UMA B.S. in Public Administration
A.A.S in Fire Science Technology	USM B.S. in Leadership and Organizational Studies
A.A.S. in Horticulture	USM B.A. Environmental Planning & Policy
A.A.S. in Horticulture	USM B.A. in Environmental Science
A.A.S in Hospitality Management	USM B.A. in Tourism and Hospitality
A.A.S. in Human Services	UMA B.S. in Mental Health and Human Services/Adult Mental Health Rehabilitation
A.A.S. in Human Services	UMA B.S. in Public Administration
A.A.S. in Integrated Manufacturing/Precision Machining	USM B.S in Technology Management Precision Manufacturing Concentration
A.A. in Liberal Studies with a Focus in English	USM B.A. in English
A.A. in Liberal Studies with a Focus in History	USM B.A. in History
A.A. in Liberal Studies with a Focus in Political Science	USM B.A. in Political Science
A.A. in Liberal Studies with a Focus in Psychology	USM B.A. in Psychology*
A.A. in Liberal Studies with a Focus in Science	USM B.A. in Environmental Planning and Policy
A.A. in Liberal Studies with a Focus in Science	USM B.S. in Environmental Science
A.S. in Business Administration	UMA B.S. in Business Administration-Accounting (renewal in process)
A.S. in Business Administration	UMA B.S. in Business Administration –Management (renewal in process)
A.S. in Business Administration	USM B.S. in Finance
A.S. in Business Administration	USM B.S. Management
A.S. in Business Administration	USM B.S. in Sports Management
A.S. in Business Administration	USM B.S. in Sustainable Business
A.S. in Nursing	UMFK B.S. Nursing (3+1)
A.S. in Nursing	USM B.S. in Nursing

A.A.S. in Pre-Engineering	USM BS in Electrical Engineering and Mechanical Engineering (renewal in process)
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Washington County Community College	
A.A.S. in Early Childhood Education	UMF B.S. in Early Childhood Education UMA B.S. in Elementary Education UMA B.A. in Liberal Studies
A.A.S. in Business Management	UMA B.S. in Administration, Business Administration Management, or Business Administration Accounting UMM B.S. in Business and Entrepreneurial Studies
A.A.S. in Computer Technology	UMA B.S. in Computer Information Systems
A.A.S. in Human Services	UMA B.S. Mental Health and Human Services
A.A.S. in Outdoor Leadership (in process)	UMM B.S. Recreation & Tourism Management
A.A.S. in Medical Assisting	USM B.S. in Health Sciences

York County Community College	
A.A.S. in Information Technology	USM B.S. in Information Technology
A.A.S. in Precision Machining	USM B.S. in Technology Management: Precision Manufacturing Concentration
A.A.S. in Architectural and Engineering Design	USM B.S. in Applied Technical Leadership
A.A.S. in Architectural and Engineering Design	USM B.S. in Technology Management, Industrial Management Concentration
A.A.L.S. in Liberal Studies	USM B.S. in Environmental Science
A.A.S. in Trade and Technical Occupations	USM B.S. in Applied Technical Leadership
A.A.S. in Trade and Technical Occupations	USM B.S. in Technology Management, Industrial Management Concentration
A.S. in Health Studies	USM B.S. in Health Sciences
A.A.S. in Behavioral Health Studies	USM B.A. in Psychology
A.A.S. in Behavioral Health Studies	USM B.S. in Recreation & Leisure Studies
A.A.S. in Behavioral Health Students	USM B.A. in Social Work
A.A.S. in Digital Media	UMFK B.S. in Business Management
A.A.S. in Architectural and Engineering Design	UMFK B.S. in Business Management
A.A.S. in Criminal Justice	UMFK B.S. in Public Safety Administration
A.A.S. Information Technology	UMFK B.S. in Business Management
A.A.S. Medical Assisting	UMFK B.S. in Business Management
A.A.S. Precision Machining Technology	UMFK B.S. in Business Management
A.A.S. Veterinary Technology	UMFK B.S. in Business Management



# 2023 ANNUAL REPORT

JULY 1, 2022 - JUNE 30, 2023

Short-term workforce  
training through Maine's  
community colleges



**Maine Community  
College System**



**A COMPREHENSIVE REPORT ON MAINE QUALITY CENTERS  
AND MAINE JOBS AND RECOVERY PLAN FUNDING**

**MAINE  
QUALITY  
CENTERS**

SUPPORT FOR WORKFORCE TRAINING  
A PROGRAM OF MAINE'S COMMUNITY COLLEGES





# Maine Community College System

## OFFICE OF THE PRESIDENT

323 State Street, Augusta, ME 04330-7131  
(207) 629-4000 | Fax (207) 629-4048 | mccs.me.edu

October 1, 2023

The Honorable Chip Curry, Chair  
The Honorable Tiffany Roberts, Chair  
Joint Standing Committee on Innovation, Development, Economic Advancement and Business  
c/o Legislative Information Office  
100 State House Station  
Augusta, Maine 04333

Dear Senator Curry, Representative Roberts and Members of the Joint Standing Committee on Innovation, Development, Economic Advancement and Business:

I am pleased to submit the annual report for the Maine Quality Centers as required by statute [20-A MRSA §12729](#). This report includes information on projects active during FY23 (July 1, 2022 – June 30, 2023).

The Maine Quality Centers is a program of the Maine Community College System. The program's statutory mission is "...to meet the workforce education and training needs of new and expanding businesses in the State and provide new employment and career advancement opportunities for Maine people."

We have also included a summary of the additional workforce projects we have funded through Maine Jobs & Recovery Plan (MJRP) and Harold Alfond Center for the Advancement of Maine's Workforce incumbent worker training.

If you have any questions or comments regarding this report or the Maine Quality Centers, please do not hesitate to contact me at [ddaigler@mccs.me.edu](mailto:ddaigler@mccs.me.edu).

Sincerely,

David Daigler  
President

Enclosure





**Submitted to the 131st Maine Legislature's Joint Standing  
Committee on Innovation, Development, Economic  
Advancement and Business**

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# MAINE QUALITY CENTERS

The Maine Quality Centers (MQC), a program of the Maine Community College System, was created in 1994 by the Maine Legislature to meet the workforce education and training needs of new and expanding businesses in the state and provide new employment and career advancement opportunities for Maine people. The program provides grants to Maine employers to fund customized new hire or incumbent worker training delivered by the Maine Community College System.

Along with the information related to MQC, we have also included pre-hire workforce training programs funded by the Maine Jobs and Recovery Plan (MJRP) and incumbent worker training funded by the Harold Alfond Foundation. Together, MQC, MJRP, and Alfond Foundation funds are managed by the Harold Alfond Center for the Advancement of Maine's Workforce, which oversees short-term and workforce training efforts for Maine's community colleges.

These efforts have significantly expanded training opportunities in a three-stage continuum of training for pre-hire, entry-level occupational training (Stage 1), incumbent worker and professional development

training (Stage 2), and scholarships for individuals to continue on in a one-year certificate or two-year degree program.

MQC's statutory mission is "to meet the workforce education and training needs of new and expanding businesses in the State and provide new employment and career advancement opportunities for Maine people." The statute defines three primary purposes for the program: job creation, workforce preparation, and creating partnerships. The program's public benefit is to serve the employer's need for additional skilled workers, give trainees portable work skills to compete in today's job market, and establish and maintain relationships that support regional economic growth.

The program is managed and coordinated by a Chief Workforce Development Officer, with individual project services delivered by the system's seven colleges. Project funding supports customized training activities, as well as applicant recruitment and screening when appropriate. Most services are provided directly by a community college, although the statute provides for coordination with other education and training providers if necessary.



Short-term training programs have been designed with workforce partners across the state, ensuring learners get **exactly the skills needed** for today's workplace.

**Dan Belyea**

CHIEF WORKFORCE DEVELOPMENT OFFICER,  
HAROLD ALFOND CENTER FOR THE ADVANCEMENT OF MAINE'S WORKFORCE





# 31,119

MAINERS TRAINED FOR NEW AND ADVANCED POSITIONS  
THROUGH MQC SINCE 1994

## FY23 MQC PROJECT ACTIVITY

Maine Quality Centers has been bolstering Maine's workforce efforts since 1994. With a commitment to the prosperity of Maine's employers, incumbent workers, and new hires, MQC provided support through projects which were active between July 1, 2022 and June 30, 2023.

MQC's FY23 initiatives totaled \$316,317.21, which helped implement 22 new active training programs. These initiatives encompassed a diverse range of fields, designed to cater to Maine's regional needs and multifaceted industrial sectors. The scope of these projects ranged from upskilling incumbent workers to industry-designed pre-hire training.

MQC's project budget varies year-to-year. Each initiative is carefully chosen based on its prospective impact, need, and relevance to Maine's job market and is assessed for its return on investment to guarantee its cost effectiveness.

One of the tangible outcomes of FY23 efforts is the creation of 38 new jobs. These positions were embedded across various sectors and regions and Maine; each role tailored to meet the growing demands of Maine's economy.

In FY23, unemployment rates remained at historically low rates. As a result, MQC focused on career advancement opportunities, as articulated in MSRS Title 20-A, Sec. 12724 and the leading driver of programs were training efforts to further develop incumbent workers. By the close of FY23, 227 Mainers took part in training programs that will help them be more successful in their work and will help their employers be more successful and competitive.

In addition, 133 individuals began training efforts this fiscal year and will complete their training in FY24. Their success will be recognized in the FY24 Annual Report.

Since its inception, MQC has served over 300 new or expanding Maine businesses and trained 31,119 Maine residents.



Training through Maine Quality Centers utilizes four focus areas to meet the training needs of Maine's workforce



# THE MQC APPROACH

**Industry-led training that benefits Maine employees and businesses**

## MAINE'S ECONOMY BENEFITS SIGNIFICANTLY FROM A WORKFORCE THAT IS SKILLED, EDUCATED, AND TRAINED



### NEW HIRE TRAINING

MQC provides grants to Maine employers to support customized training for new and prospective hires. Projects are selected for funding based on the number of net new jobs, the skill level of the positions, wage and benefits levels, training required, possible return on public investment and other pertinent labor market considerations.

During FY23, MQC provided customized workforce training to some of Maine's largest employers as well as serving multiple small organizations with strategic statewide industry training.

Training was delivered across a wide array of industries and in a variety of "hard" and "soft" skills. Among them: supervisory skills, leadership skills, communication, customer service, lean manufacturing, welding, healthcare, food service, SERV Safe, safety, financial management, and electricity and weatherization.

### INCUMBENT WORKER TRAINING

Based on the need for greater incumbent worker training options, as identified by the 126th Maine Legislature's Joint Select Committee on Maine's Workforce and Economic Future, MQC began a pilot program in FY14 to provide training to employers' incumbent workers. Employers with over 100 employees pay 50% of the project costs, while employers with employment levels between 51 and 100 pay 25% of costs. No match is required of employers with 50 or fewer employees. Over the past nine years, this offering has served 82 Maine businesses, updating the skills of their employees.

The demand for incumbent-worker training has increased and this option will continue to be a part of the MQC grant portfolio. It has also been the catalyst for The Harold Alfond Center for the Advancement of Maine's Workforce.



## COLLEGE INITIATED PROJECTS

Community colleges that have identified areas of in-demand training for unemployed or underemployed Maine residents in their communities may also submit applications directly to MQC. Current examples of this type of project is Washington County Community College's Behavioral Health Pathways and Kennebec Valley Community College's Building Performance & Weatherization Training.

## PUT ME TO WORK

Created in the first session of the 127th Maine Legislature, the Put ME to Work program is designed to address demonstrated training needs for occupations that offer competitive wages and benefits. Projects need to include strong partnerships between business, industry and the community colleges and require a 50% cash and/or in-kind match by the employer or industry applicant. The first Put ME to Work project, in FY17, was a mechanized logging program with the Professional Logging Contractors of Maine.

**MQC was founded to support job growth, prepare individuals for the workforce, and to build partnerships.**

## BUILDING PERFORMANCE INSTITUTE

Funding was allocated to Kennebec Valley Community College for a 28-hour training program for the Building Performance and Weatherization Institute. Nine students were trained in whole-house energy efficiency inspections, learning to discern root causes of inefficiencies and recommend building science-based solutions. All participants completed the course and earned the nationally recognized BPI Building Analyst Certification, enhancing the Brooks-area community expertise in sustainable home assessments.

### KENNEBEC VALLEY COMMUNITY COLLEGE

## BEHAVIORAL HEALTH PATHWAYS

Addressing a critical community need, Washington County Community College launched the Behavior Health Pathways training program which offered both pre-hire and incumbent worker training to a cohort of 27 students. The asynchronous program design allowed statewide accessibility and three tracks: Behavioral Health Professional, Certified Recovery Coach, and Mental Health Rehabilitation Technician. Training was designed to offer credit and on-ramps into one-year certificate and two-year degree programs. 15 students entered the Behavioral Health field as a result of this training. Courses included:

- Behavioral Health Professional
- Certified Residential Medication Aide
- Personal Support Specialist
- The Science of Substance Use Disorder
- First Aid / CPR
- Mental Health First Aid
- Recovery Coach Academy
- MHRT-C

### WASHINGTON COUNTY COMMUNITY COLLEGE

# MAINE JOBS AND RECOVERY PLAN

# 204

## PROGRAMS IMPLEMENTED IN 18 MONTHS

AEMT | aquaculture | arboriculture | AWS | entrepreneurship  
| CDL | CCMA | medical coding | CNA | CNC machining  
| CompTIA | computer support | construction | dental  
assisting | early education | education technician | electric  
vehicle repair | EMS | EMT | fiber optic technician | heat  
pump installation | high pressure boiler | journeyman  
electrician | land surveyor | learning facilitator | LPN |  
manufacturing | marine design | mechanized logging  
operations | medical assistant | medical coding | medical  
records | MHRT-C | natural gas & propane | NCCER | new  
cook training | oil burner technician | paralegal | patient  
service rep | pharmacy technician | phlebotomy | production  
technology | refrigeration | respiratory therapy | ServSafe |  
surgical technology | virtual assistant | welding | and more!





The MCCS Maine Jobs and Recovery Plan initiative focuses on short-term trainings supporting industry sectors negatively impacted by COVID-19 and provides pre-hire training for 8,500 impacted Mainers seeking employment in those industry sectors.

## FREE SHORT-TERM TRAINING THAT PROVIDES MAINERS WITH INDUSTRY RECOGNIZED CREDENTIALS AND CERTIFICATIONS



MAINE  
JOBS AND  
RECOVERY  
PLAN

The MCCS Maine Jobs and Recovery Plan (MJRP) efforts provide short-term training opportunities for Mainers, leading to industry-recognized credentials of higher value. The Jobs Plan was approved by the Legislature in July 2021 and took effect October 18, 2021. The program became active at MCCS in December of 2021. The goal of the MCCS program is to train 8,500 Maine residents from January 1, 2022 through June 30, 2025. In 18 months, Maine's community colleges have implemented **204** programs and provided training to **2,946** individuals. As the fiscal year came to an end, MCCS had committed to fund 7,223 training opportunities for Maine people, having committed 85% of the MJRP funding. The training programs boast a 79% completion rate, which is very high in comparison to other similar programs.

### MAINE JOBS AND RECOVERY PLAN

## CAREER GATEWAYS THAT TRANSFORM LIVES



### Free training makes healthcare dream a reality

From the Philippines to the picturesque outskirts of Millinocket, Maine, Rovelyn's journey is nothing short of inspiring. With a dream of healthcare but limited local opportunities, her hope seemed distant. A Facebook ad unveiled a golden ticket: free CNA training at the Katahdin Higher Education Center, through Eastern Maine Community College. Today, not only is Rovelyn a proud CNA, but she's also climbing higher with Alford Center scholarships, setting her sights on a nursing degree.



### Free training catapults a career in dental

Katlyn felt trapped in a mundane job that barely made ends meet. Dental assisting, her true calling, seemed like a distant dream due to her lack of experience. She discovered York County Community College's game-changing free dental assisting training. In months, Katlyn transformed from an aspiring candidate to a skilled dental assistant, passionately living her dream. She credits YCCC and MJRP funding to sidestepping the financial barrier that could have held her back.



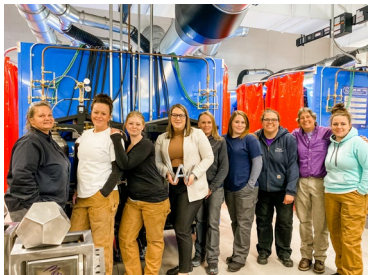
### Free training and stipend attract workers to Maine

When industry and higher education join forces, they magnetize talent to Maine. Ron and Matthew, an adventurous father-son duo from Texas, stumbled upon the opportunity they had been waiting for: free training for a role at General Dynamics - Bath Iron Works. Without a second thought, they took the leap, relocating to Maine to seize the Manufacturing Technician training at Southern Maine Community College. Within three weeks, they gained the skills to join the ranks of the legendary shipbuilder.



# PARTNERSHIPS OFFER POTENTIAL

Partnerships between industry and higher education provide the best learning experience for students. Such collaborations give students access to current industry trends, practices, and technological advances, allowing them to gain the skills needed to go to work quickly. Partnerships with employer partners are multi-faceted, from student support to classroom instruction. Building Maine's workforce starts here.



## Central Maine's need for welders

Central Maine Community College identified a critical industry need for welding and promptly responded by opening a welding lab, inaugurating a free three-week welding program. The initiative has done more than develop skills; it has built empowerment and inclusivity. A cohort composed entirely of women from Southern Maine Women's Reentry Center graduated in April. Since, three women have gained union jobs welding. Recently, the welding academy held a multi-lingual cohort.



## A statewide need for oil and propane technicians

In partnership with Eastern Maine Community College, Dead River opened the Dead River Institute to offer oil and propane technician apprenticeships, oil-heat technician programs, and delivery driver training. The Institute allows students to get hands-on experience in a controlled environment. Students earn a wage under the apprenticeship model and are eligible to sit for their state licensing exam once they've concluded the training.



## An industry partnership to train new mechanized loggers

In partnership with Northern Maine Community College and Professional Logging Contractors of Maine, the Mechanized Logging Operations and Forest Trucking program was implemented to address the aging population of the logging industry. Students gain hands-on experience with operations and maintenance of the most current equipment available while learning harvesting laws, environmental practices, basal areas and vernal pools. Students also earn a CDL-A permit.



# MJRP STUDENTS BY INDUSTRY SECTORS

Industry sectors negatively impacted by COVID-19 with a high demand for workers

As of September 2023, MJRP programs trained 2,946 individuals. The total number completing programs was 2,438 students in the following sectors:

Healthcare, 1,324;

Green Economy, 271;

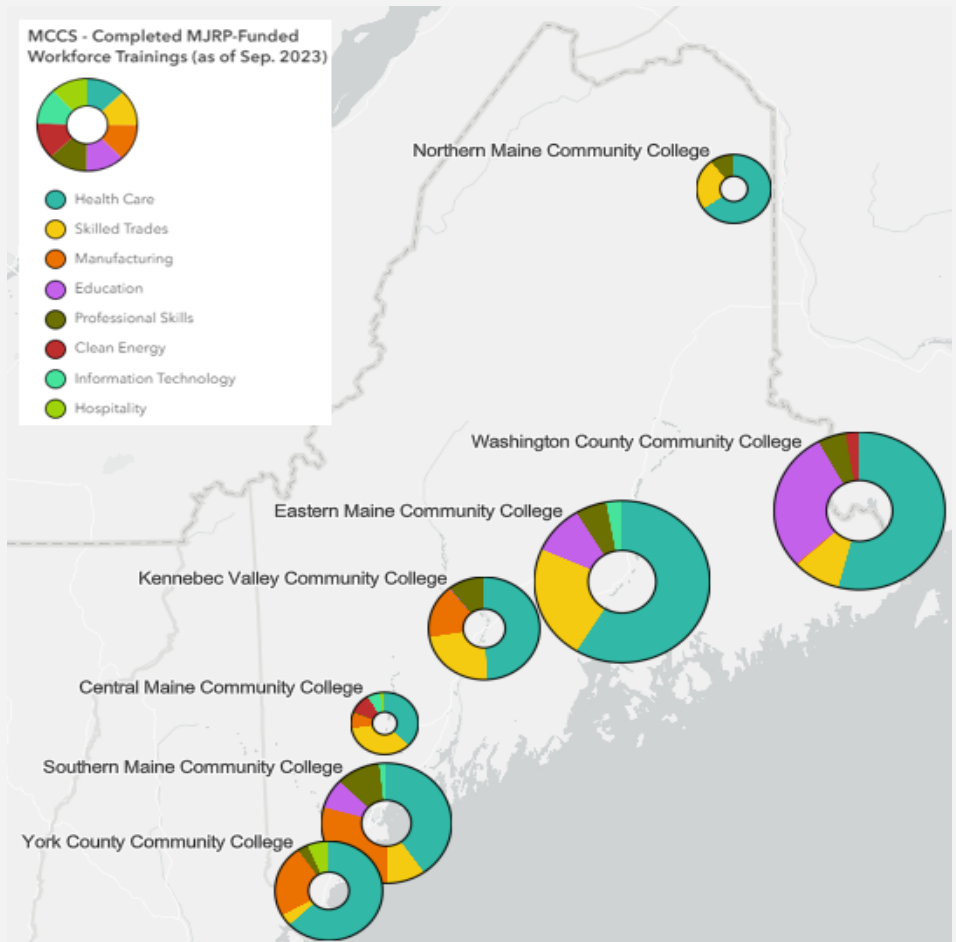
Manufacturing, 365;

Hospitality, 191;

Education, 261;

Computer Technology, 102;

Trades, 432.



## HEALTHCARE TRAINING FOR ME

A partnership connecting Maine people to healthcare career training.

Prioritized training includes:

Advanced Emergency Medical Technician

Behavioral Health Professional

Certified Clinical Supervisor

Certified Counseling Aide

Certified Dementia Care Provider

Certified Nursing Assistant (CNA)

CNA to LPN

Certified Residential Medication Aide (CRMA)

Dental Assistant

Direct Support Professional

Emergency Medical Technician (EMT)

Home Health Aide

Medical Assistant (MA)

Phlebotomist

Surgical Technologist

# HAROLD ALFOND CENTER FOR THE ADVANCEMENT OF MAINE'S WORKFORCE

JULY 1, 2022 - JUNE 30, 2023



# 24,000

MAINERS BY 2025

\$62 million investment in Maine's future  
over four years

The Alfond Center was created October 5, 2021 to centralize and deploy resources to help train 24,000 Mainers by 2025. Overseeing funding from Maine Quality Centers, Maine Jobs and Recovery Plan, and private investments from businesses and foundations, the Alfond Center has focused on delivering three stages of training.

## Entry-Level Pre-Hire Training

Maine Jobs and Recovery Plan funds will provide free training to **8,500** Mainers by 2025. Additionally, Maine Quality Centers will train **2,600** pre-hire and incumbent worker positions.

## Incumbent Frontline Worker Training

Funding provided by the Alfond Foundation will upskill **9,900** incumbent frontline workers by 2025.

## Scholarships

Scholarships will be provided for **3,200** Mainers to continue their education in one-year certificate or two-year degree programs through Maine's community colleges.

## Entry-Level Pre-Hire Training

204 Programs set up in 18 months  
Pathways into degree programs  
Skills to go to work immediately

## Incumbent Worker Training

Workforce Development Compact  
1,203 Maine employers  
Represents 43% of Maine's workforce

## Scholarships

Degree program  
Two classes per semester at 50% off  
Help meet Maine's goal of 60% credentials

## Responding to the needs of Maine's employers

**Historically low employment rates have forced businesses to consider a variety of strategies and approaches to manage their workforce needs. The Maine Workforce Development Compact, through Maine's community colleges, helps employers invest and upskill their incumbent employees.**

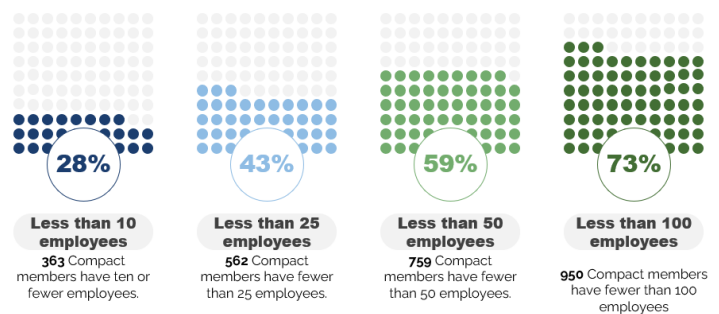
By joining the **Maine Workforce Development Compact**, businesses, associations, nonprofits, municipalities, and school districts have the ability to upgrade workers' skills through professional development that leads to career advancement, job security, and retention. The Compact serves frontline staff, who make up 82% of Maine's workforce. Training can take place through any of Maine's community colleges or through an approved third-party vendor. Through our

grant with the Harold Alfond Foundation, the Center will provide up to a **\$1,200** match for professional development per frontline employee.

Additionally, scholarships for Maine's community colleges are available to encourage incumbent workers to continue their training in pursuit of a one-year certificate or a two-year degree. Two scholarships per semester are available to employees of Compact members who wish to earn a higher credential of value to further advance their career.

## YOUR WORKFORCE PARTNER

### Compact Member Mix



### Support for all Maine's businesses

At the Alfond Center, we passionately believe that collaboration isn't just a concept; it's our driving force. We've forged dynamic partnerships with Maine's largest employers, driving industry change. Our commitment doesn't end there. Dedicated Workforce Development Coordinators offer a guiding hand to the State's smaller employers - the businesses that are often overlooked and are without the HR and training resources of larger entities. A significant 59 percent of our Compact employers have less than 50 employees; 28 percent have fewer than ten. Together, we're changing the landscape of the workforce, one student at a time.

**52%**

of incumbent worker trainees have a high school diploma, but no degree

**1,203**

employer partnerships through the Compact, representing **272,717** Maine workers

**62%**

of incumbent worker trainees are over the age of **35**

**95%**

of learners would recommend the training they took to others

**67%**

of students indicated they are continuing education after their training



## APPENDIX

# MQC FY23 PROJECTS & TRAINEES



Campus	Business Location	Business Served	Currently in Training	Number of Trainees	New Hires	MQC	Total Expenses
CMCC	Auburn	Auburn Manufacturing-14682**	7	3		\$ -	\$ -
CMCC	Auburn	Educator Pathway Program-14679**	63			\$ 15,547.22	\$ 15,547.22
CMCC	Auburn area	NCCER Core and Carpentry-14675*		5	14	\$ 10,087.55	\$ 10,087.55
KVCC	Brooks	Building Performance & Weatherization Training--14676*		9	0	\$ 18,480.00	\$ 18,480.00
KVCC	Fairfield	CNA-NLH-14623		17	0	\$ 38,917.66	\$ 38,917.66
KVCC	Winslow	Mid-State Machine-14556*		5	5	\$ -	\$ -
MCCS	State-wide	Welcome ME Badge		61	0	\$ -	\$ -
WCCC	Live & Hybrid	Behavioral Health Pathways-14670*		27	15	\$ 14,425.94	\$ 14,425.94
WCCC	Pleasant Point	Construction Essentials-14667*		0	0	\$ 311.59	\$ 311.59
WCCC	Baileyville	Electro-Mechanical-14680**	13			\$ 12,900.20	\$ 12,900.20
WCCC	Online	Logistics Training-14672*		6	0	\$ 22,107.23	\$ 22,107.23
WCCC	Online, NMCC & EMCC	Nursing Courses-14678		3	0	\$ 401.71	\$ 401.71
WCCC	Online	Substance Use Disorder & Recovery-14654 (PMTW)*		4	4	\$ -	\$ -
YCCC	Wells	Maine Diner Apprenticeship		0	0	\$ 4,958.55	\$ 4,958.55
YCCC	Online/Wells	Phlebotomy-14603*		0	0	\$ 5,880.07	\$ 5,880.07
YCCC	Sanford	Pratt & Whitney-Additional Foundations-14422**	38	56		\$ 101,419.23	\$ 101,419.23
YCCC	Online/Wells	Pratt & Whitney Apprenticeship-14230**	19			\$ 39,318.66	\$ 39,318.66
YCCC	Sanford	Pratt & Whitney-Foundations of Machining-14370		34	0	\$ 22,761.06	\$ 22,761.06
		<b>Totals</b>	<b>140</b>	<b>230</b>	<b>38</b>	<b>\$ 307,516.67</b>	<b>\$ 307,516.67</b>

If additional information is needed please contact David Daigler at [ddaigler@mccs.me.edu](mailto:ddaigler@mccs.me.edu)

\* Preparation Fees/Training in FY22 and continued into FY23

\*\* Preparation Fees/Training in FY23 and continued into FY24

## MJRP PROJECTS BY COLLEGE

College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
<b>CENTRAL MAINE COMMUNITY COLLEGE</b>					
CMCC	Basic Life Support/CPR Training	2023	24	32	32
CMCC	Basic Life Support/CPR Training Cohort #2-7		36		
CMCC	Behavioral Health Provider	2023	32	18	4
CMCC	Broadband Technician Cohort#1-10	2024	200		
CMCC	CDL-Cohort #1 (revised app)	2024-2025	50		
CMCC	CETP Gas Training	2023-2024	18		
CMCC	Child Development Associate Cohort#6	2023-2024	20		
CMCC	CNA Cohort #1-4	2023	32	12	8
CMCC	CNA-Lincoln Health-Cohort#5-8	2023	40	6	6
CMCC	CNA-Cohort#9-12	2023-2024	40		
CMCC	CompTIA IT Bundle & Equipment Cohort#1-2	2023	30		
CMCC	CompTIA IT Bundle Cohort#3-4	2024-2025	30		
CMCC	CompTIA Network+ Cohort#1-3	2023	45	4	3
CMCC	CompTIA Network+ Cohort#4-6	2024-2025	45		
CMCC	CompTIA Security+ Cohort#1-3	2023	45	9	5
CMCC	CompTIA Security+ Cohort#4-6	2024-2025	45		
CMCC	Computer Support	2022-2024	90		
CMCC	Heat Pump Installer	2022-2023	32		
CMCC	Heat Pump Installer Cohort #2	2023-2024	32	36	19
CMCC	Heat Pump Installer Cohort #3	2023-2024	60		
CMCC	High Pressure Boiler Operator (Multiple Cohorts)	2022-2023	24	20	15
CMCC	High Pressure Boiler Operator-Cohort #3-4	2023	24	19	19
CMCC	High Pressure Boiler Operator-Cohort #5-8	2024	48		
CMCC	JMG-Phlebotomy Cohort#1	2024	11		
CMCC	JMG-Security+ Cohort#1	2024	16		
CMCC	JMG Welding Cohort#1	2024	7		
CMCC	Journeyman (Revised)	2024	20		
CMCC	Land Surveying Cohort#1-4 (Multiple Cohorts)	2022	48	29	29
CMCC	Land Surveying Cohort#5-7	2023-2024	36		
CMCC	Medical Assisting Cohort#1-2	2024	24		
CMCC	NCCER	2023	30	15	15
CMCC	Pharmacy Technician	2022-2023	40	4	0
CMCC	Pharmacy Technician Cohort#2-3	2024-2025	40		
CMCC	Phlebotomy (Multiple Cohorts)	2022-2023	48	34	34
CMCC	Phlebotomy-Cohort #2-5	2023-2024	48	2	
CMCC	Phlebotomy-Cohort #6-9	2024	48		
CMCC	Refrigeration	2022-2023	32	16	14
CMCC	Refrigeration Cohort #2	2023	64	6	6
CMCC	ServSafe	2023-2024	80		
CMCC	TIPS-Alcohol & Seller training	2023	14	7	7
CMCC	Welding	2022-2023	260	30	27
CMCC	Welding-Cohort #2 (Night)	2023	60	10	
<b>Totals</b>			<b>1968</b>	<b>309</b>	<b>243</b>
College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
<b>EASTERN MAINE COMMUNITY COLLEGE</b>					
EMCC	AEMT	2024	16		
EMCC	Automotive Technician	2024-2025	30		
EMCC	CNA-Dover Cohort#2	2023	10	7	6
EMCC	CNA-Dover Cohort #3	2023-2024	10		
EMCC	CNA Cohort #4	2024	10		
EMCC	Culinary Bootcamps (NEVER RAN TRAINING)	2023	30		
EMCC	Electric Vehicle (NEVER RAN TRAINING)	2023	20		
EMCC	Electrician Technologist & Equipment	2022-2023	20	11	6
EMCC	Electrician-Cohort #2	2023-2024	20		
EMCC	Emergency Telecommunicator Cohort#1-2	2024	40		
EMCC	EMS-KHEC with equipment	2023	16	18	14
EMCC	EMS-Waldo with United Training	2023	20	10	6
EMCC	EMS-Cohort #3	2023-2024	20		
EMCC	EMS- Cohort 4-8- with United	2023-2024	121	121	121
EMCC	JMG Healthcare Exploration	2024	15		
EMCC	Learning Facilitator Cohort#1-2	2022-2023	40	40	36
EMCC	Learning Facilitator Cohort#3-7	2024	100		
EMCC	Medical Administrative Assistant Remote Worker	2024	40		
EMCC	Medical Assisting-Cohort #1	2022-2023	20	20	7
EMCC	Medical Assisting & Equipment-Cohort #2-Waldo	2023-2024	20	18	
EMCC	Medical Assisting-Cohort #3	2023-2024	20	18	
EMCC	Medical Assisting-Cohort#4-Katahdin	2023-2024	12		
EMCC	Medical Records	2022-2023	30	27	13
EMCC	Medical Records (May-September 2022)	2022-2023	25	26	13
EMCC	Oil Burner Technology	2023	12	15	12
EMCC	Phlebotomy-Cohort #1	2022-2023	24	22	15
EMCC	Phlebotomy-Cohort #2 (June-August)	2022-2023	12	12	9
EMCC	Phlebotomy-Cohort #3 (Nov-Dec)	2023	20	21	16

# MJRP PROJECTS BY COLLEGE

College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
EMCC	Phlebotomy-Cohort #4	2023	30	32	22
EMCC	Phlebotomy-Cohort #5-6	2023-2024	20		
EMCC	Phlebotomy-Cohort #7-8	2024	40		
EMCC	Propane Gas Technician	2023	12	12	12
EMCC	Propane & Natural Gas Cohort #2	2023-2024	12	13	12
EMCC	Surgical Technician	2022-2023	12	13	7
<b>Totals</b>			<b>853</b>	<b>456</b>	<b>327</b>
College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
<b>KENNEBEC VALLEY COMMUNITY COLLEGE</b>					
KVCC	Aluminum Welding	2023/2024	96		
KVCC	Basic EMT	2023	64	42	14
KVCC	Basic EMT-Northern Somerset	2023	24	24	13
KVCC	Basic EMT (Northern Light)	2023	28	28	
KVCC	Basic EMT training (NLH)	2022-2023	20	15	12
KVCC	Basic EMT Cohort #5-20	2024-2025	224		
KVCC	Business Entrepreneurship	2023-2024	75		
KVCC	Class A CDL	2024-2025	20		
KVCC	Class B CDL	2023	72	43	11
KVCC	Class B CDL Cohort #2	2024	60		
KVCC	CNA	2023-2025	60	11	
KVCC	CNA-Cohort #2-9	2024-2025	80		
KVCC	Electrical Technology	2022	20	22	
KVCC	Electrical Technology-Cohort #2	2024-2025	20		
KVCC	Extrusion & Leadership Training	2023	10	7	7
KVCC	High Pressure Boiler Training	2023-2024	28		
KVCC	Lead Safety Training	2022-2023	25	23	23
KVCC	Medical Assistant-Cohort #1 (Gray-New Gloucester)	2022-2023	18	15	15
KVCC	Medical Assisting-Cohort #2	2023-2024	20	8	
KVCC	Medical Assisting-Cohort #3-6	2023-2024	40		
KVCC	MHRT-C	2023	20	18	
KVCC	MHRT-C Cohort #2	2023-2024	20	11	
KVCC	Oil Burner Technician	2024	24		
KVCC	Phlebotomy	2022-2023	10	9	9
KVCC	Phlebotomy-Fall 2022	2023	20	6	
KVCC	Phlebotomy-Cohort#3-5	2024-2025	30		
KVCC	PMT-Operator (Formtek)	2022-2023	12	12	12
KVCC	PMT Operator-Cohort #2	2023	20		
KVCC	PMT Operator-Cohort #3	2023-2024	24		
KVCC	PMT Operator-Cohort #4-6	2024-2025	36		
KVCC	Respiratory Therapy	2023	48	21	20
KVCC	Virtual Assistant Training-Remote	2023-2024	45	14	14
<b>Totals</b>			<b>1217</b>	<b>329</b>	<b>150</b>
College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
<b>NORTHERN MAINE COMMUNITY COLLEGE</b>					
NMCC	CDL-Class A & B (3 cohorts of 15)	2022	45	42	41
NMCC	CDL-Cohort #2	2023	15	14	14
NMCC	CDL-Cohort #3	2023	75		
NMCC	CDL-Cohort#4	2024	16		
NMCC	EMS-Patten	2022	15	17	10
NMCC	Mechanized Logging	2022-2023	15	10	9
NMCC	Mechanized Logging-Equipment	2022-2023			
NMCC	Mechanized Logging-Cohort #2	2023-2024	30		
NMCC	Medical Coding	2023-2024	72	48	
<b>Totals</b>			<b>283</b>	<b>131</b>	<b>74</b>

College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
<b>SOUTHERN MAINE COMMUNITY COLLEGE</b>					
SMCC	AEMT	2023	16	16	16
SMCC	Arboriculture	2023-2024	20		
SMCC	AWS-Cloud Developer Training	2023	15	18	17
SMCC	BIW-Manufacturing (16 cohorts of 10)	2022-2023	160	7	7
SMCC	Construction Institute Cohort #1	2022	10	9	9
SMCC	Construction Institute Cohort #2	2023	12	7	7
SMCC	Construction Institute Cohort #3	2023	12	20	20
SMCC	Construction Institute Cohort #4	2024	12		
SMCC	Direct Support Professional	2023-2024	100		
SMCC	Educator Apprentice Program	2023-2024	12		
SMCC	Educator Apprentice Program-Cohort #2	2023-2024	14	8	
SMCC	Educator Apprentice Program-Cohort # 3 (MSAD 15)	2023-2024	12		
SMCC	Educator Apprentice Program-Cohort #4-6	2024	36		
SMCC	Electric Vehicle Repair	2023-2024	36		
SMCC	EMT-Chegeague Island	2022	12	12	8
SMCC	EMT-Fall 2022	2023-2024	41	9	
SMCC	EMT-Summer Application	2022	16	16	13
SMCC	EMT-Cohort#4-6	2024-2025	48		
SMCC	JMG Summer Academy-CNA Cohort#1	2024	16		
SMCC	JMG Summer Academy-Manufacturing Technician Cohort#1	2024	2		
SMCC	JMG Summer Academy-Phlebotomy Cohort#1	2024	2		
SMCC	LPN Prerequisites	2023-2024	24		
SMCC	OSHA & Leadership Training	2023-2024	500		
SMCC	Marine Design-January-April 2022-Cohort #1	2022	24	25	25
SMCC	Marine Design-July 2022-Cohort #2	2023	48	25	25
SMCC	Marine Design-Cohort #3-8	2023-2024	60	12	
SMCC	Medical Assistant	2022-2023	16	13	6
SMCC	Medical Assistant Cohort #2	2023-2024	64	14	
SMCC	Medical Assistant Cohort #3-6	2024	64		
SMCC	Oil Burner Technician	2023	8	5	5
SMCC	Oil Burner Technician Cohort #2	2023	6	5	5
SMCC	Oil Burner Technician Cohort #3	2024	10		
SMCC	Paralegal Certificate (training every 14 weeks) (MOA & Budget never signed)	2023	20		
SMCC	Pharmacy Technician	2023	15		
SMCC	Phlebotomy	2023	140	10	
SMCC	Radiology Technologist Assistant Cohort#1-2	2024	20		
SMCC	Respiratory Therapy Cohort #1	2024	20		
SMCC	Roofing Technician	2023	16		
SMCC	Sterile Processing	2023-2024	12	13	
SMCC	Supervisor Trainings-Food & Beverage	2022	15	11	11
SMCC	Surgical Technology	2022-2023	32	16	
SMCC	Surgical Technology-Cohort #2 (Spring 2023)	2023-2025	44	20	
SMCC	TEAS Prep Course	2022-2023	60	22	22
SMCC	Yamaha University	2022	12	9	9
SMCC	Yamaha University	2023	12		
<b>Totals</b>			<b>1846</b>	<b>306</b>	<b>189</b>
College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
<b>WASHINGTON COUNTY COMMUNITY COLLEGE</b>					
WCCC	Aquaculture	2023	20	0	0
WCCC	CDL Bus Driver Training	2022-2023	20	18	9
WCCC	CDL Class A & B	2023	50	29	29
WCCC	CDL Class A & B	2024	68		
WCCC	Certified Clinical Medical Assistant (CCMA)	2022-2023	24	12	5
WCCC	Certified Medical Coder	2022-2023	20	20	11
WCCC	Certified Medical Coder-FY23	2023	20	19	7
WCCC	Early Education/Education Training	2022-2023	50	82	
WCCC	Education Technician	2023-2024	50		
WCCC	Educational Trip Leader	2023-2024	48		
WCCC	EMT	2023	16	21	16
WCCC	EMT-Cohort #2-4	2023-2024	48		
WCCC	Fiber Optic Technician	2023	12	10	5

# MJRP PROJECTS BY COLLEGE

College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
WCCC	First Responder EV	2023-2024	48		
WCCC	Health Occupations Pathway	2023	50	23	15
WCCC	Heat Pump Installer/Repairer	2023-2024	20	9	
WCCC	Hybrid Electric Vehicle Technician & Equipment (Multiple Cohorts)	2022-2023	72	25	12
WCCC	Logistics & Supply Chain Management	2024	25		
WCCC	Mechanical Technician	2024-2025	60		
WCCC	MHRT-C	2023	25	26	10
WCCC	Natural Gas & Propane	2023	10	9	6
WCCC	Natural Gas & Propane Cohort#2	2024	20		
WCCC	Patient Service Rep I & II	2022-2023	25	22	18
WCCC	Patient Service Rep Cohort#2	2024	25		
WCCC	Production Technology & Equipment	2023	72		
<b>Totals</b>			<b>898</b>	<b>325</b>	<b>143</b>
College	Project	Fiscal Year	Approved # of Trainees	Enrolled	Completers
<b>YORK COUNTY COMMUNITY COLLEGE</b>					
YCCC	AEMT and equipment	2022-2023	16	13	9
YCCC	AEMT Cohort #2	2023-2024	16		
YCCC	CNC-Cohort #1	2022	12	12	12
YCCC	CNC-Cohort #2 (Fall 2022)	2023	12	12	12
YCCC	CNC-Cohort #3 (Spring 2023)	2023	12	11	10
YCCC	CNC-Cohort#4 (Fall 2023)	2024	12		
YCCC	Dental Assisting-Cohort #1	2022	12	11	8
YCCC	Dental Assisting-Cohort #2 (Fall 2022)	2023	12	12	11
YCCC	Dental Assisting-Cohort #3 (Spring 2023)	2023	12	12	10
YCCC	Dental Assisting-Cohort #4 (Fall 2023)	2024	12		
YCCC	Electrical	2022-2023	20		
YCCC	Electrical Cohort #2	2024	20		
YCCC	EMT-Cohort # 1 (Fall 2022)	2023	16	14	10
YCCC	EMT-Cohort #2 (Spring 2023)	2023	16	13	
YCCC	EMT-Cohort#3 (Fall 2023)	2024	16		
YCCC	EMT-ACLS & PALS training bundle	2024	12		
YCCC	Expanded Function Dental Assistants	2023-2024	10		
YCCC	Medical Assisting-Cohort#1	2022	18	11	11
YCCC	Medical Assisting-Cohort #2 (Fall 2022)	2023	18	17	17
YCCC	Medical Assisting-Cohort #3 (Spring 2023)	2023-2024	18	17	
YCCC	Medical Assisting Apprenticeship-Cohort#4 (Fall 2023)	2024	18		
YCCC	New Cook Training-Cohort #1	2022	10	7	7
YCCC	New Cook Training-Cohort #2	2023	40	22	22
YCCC	New Cook Training-Cohort#3-5	2024	30		
YCCC	Pharmacy Technician-Cohort #1	2022-2023	16	14	13
YCCC	Pharmacy Technician-Cohort #2 (Fall 2022)	2023	16	12	13
YCCC	Pharmacy Technician-Cohort #3 (Spring 2023)	2023-2024	16	13	
YCCC	Pharmacy Technician-Cohort #4 (Fall 2023)	2024	16		
YCCC	Phlebotomy-Cohort #1	2023-2024	20		
YCCC	ServSafe	2023	60	19	19
YCCC	Welding	2023-2024	12		
<b>Totals</b>			<b>546</b>	<b>242</b>	<b>184</b>

	Approved # of Trainees	Enrolled	Completers
<b>MJRP TOTALS</b>	<b>7,611</b>	<b>2,098</b>	<b>1,310</b>

The success of workforce students is intrinsically linked to the prosperity of their families and future generations. As students succeed, they pave the way to access greater opportunities and uplift subsequent generations.

# SUCCESS STORIES

## SHORT-TERM PRE-HIRE TRAINING



### Leading the way for new electricians

Fine completed EMCC's first Electrician's Technology Program in the Spring of 2023, with not only an exemplary GPA, but also tremendous growth as she emerged as a role model, mentor and leader among her peers in the program. She also served as a spokesperson representing all of workforce at meetings with staff from the Governor's office, talking with administrators from MCCS, discussing students needs with funding partners, and serving as an advocate for other students by providing them with advice, help, and hope.



### Commercial driving offers first time benefits

Jessica, at the age of 36, embarked on a transformative journey that shifted the trajectory of her professional life. For years, she had meandered through a medley of odd jobs, never truly finding stability or a passion for the work she was doing. However, recognizing the high demand for commercial drivers, she enrolled in a CDL training program at KVCC. This decision proved to be a pivotal moment in her career. Upon completion, she quickly secured a position, that for the first time, provided her will full benefits. It was a testament to Jessica's resilience and adaptability, showcasing that it's never too late to change paths and seek out new opportunities.



### The pandemic offers a new career

Olga was one of the millions who lost her job when the COVID-19 pandemic swept across the world. While the change was initially demoralizing, she viewed the setback as an opportunity to pivot towards her dream of a career in healthcare. Upon seeing an ad about a free phlebotomy training at SMCC, she took the leap and soon found herself working as a phlebotomist at NORDX. Recognizing her proficiency and passion, she quickly advanced to a lab technician and is now instructing new students in the phlebotomy program she took at SMCC. Today, fueled by scholarships from the Harold Alfond Foundation, she is pursuing a degree in health sciences.





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