

AGENDA

AROOSTOOK COUNTY COMMISSIONERS' MEETING - WEDNESDAY – AUGUST 18, 2021 – 1:00 P.M. – FORT KENT REGISTRY – FIRST FLOOR CONFERENCE ROOM– FORT KENT

PLEASE USE THE FOLLOWING INFORMATION FOR ATTENDING THE MEETING VIA ZOOM:

Link: <https://us02web.zoom.us/j/84202235893?pwd=L05aS2FaQmVZN2kyVU9ZeGg4dWw0Zz09>

Meeting ID: 84202235893

Passcode: 369381

- ART. 1. CALL TO ORDER.
- ART. 2. PUBLIC COMMENT PERIOD.
- ART. 3. APPROVAL OF AGENDA.
- ART. 4. APPROVAL OF MINUTES OF THE JULY 21, 2021 COUNTY COMMISSIONERS' MEETING.
- ART. 5. OTHER ITEMS FOR APPROVAL AND SIGNATURES:
 - A) ATTENDANCE RECORD.
 - B) BILLS AND WARRANTS.
- ART. 6. WORKFORCE BOARD QUARTERLY UPDATE. (JOANNA RUSSELL, ERIN BENSON, BEN HAWKINS, KATHY WILLIAMS)
- ART. 7. REQUEST FOR PLAQUE PLACEMENT ON SUPERIOR COURT HOUSE FROM HOULTON CHAMBER OF COMMERCE. (BRYAN JANDREAU)
- ART. 8. PAVING BID RESULTS SKEDGELL ROAD, CARY TOWNSHIP. (PAUL BERNIER)
- ART. 9. SOLID WASTE AGREEMENT FOR BENEDICTA AND SILVER RIDGE. (PAUL BERNIER)
- ART. 10. RESIGNATION OF FINANCE COMMITTEE MEMBER. (RYAN D. PELLETIER)
- ART. 11. UPDATE ON ARP PROGRAM. (RYAN D. PELLETIER)
 - A) CANDIDATE FOR ARPA POSITION.

ART. 12. COUNTY COMMISSIONERS' REPORT:

- A) MCCA/RISK POOL UPDATE.
- B) LEGISLATIVE UPDATE.
- C) OTHER ITEMS OF INTEREST.

ART. 13. OTHER BUSINESS.

ART. 14. ADJOURNMENT.

NEXT MEETING:

COUNTY COMMISSIONERS' MEETING - WEDNESDAY – SEPTEMBER 15, 2021 – 1:00 P.M. –
ADMINISTRATIVE HEARING ROOM – CARIBOU COURTHOUSE - CARIBOU



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WORKFORCE DEVELOPMENT BOARD

~NWDB PROGRAM & FISCAL MONITORING UPDATES

~NWDB PROCUREMENT

~NWDB STRATEGIC PLAN



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WORKFORCE DEVELOPMENT BOARD

Plan at a Glance

Mission

The Northeastern Workforce Development Board is a local organization dedicated to bringing together employers and employees in **Aroostook, Hancock, Penobscot, Piscataquis, and Washington Counties** to promote a healthy economy in the region. We seek to provide citizens with access to training and educational opportunities and the necessary support to obtain sustainable employment that leads to a livable wage as defined by the Maine State Workforce Board and provide employers with a skilled workforce.



The Northeastern Workforce Development Board will direct the use of employment resources for the benefit of our citizens and current and future employers by:

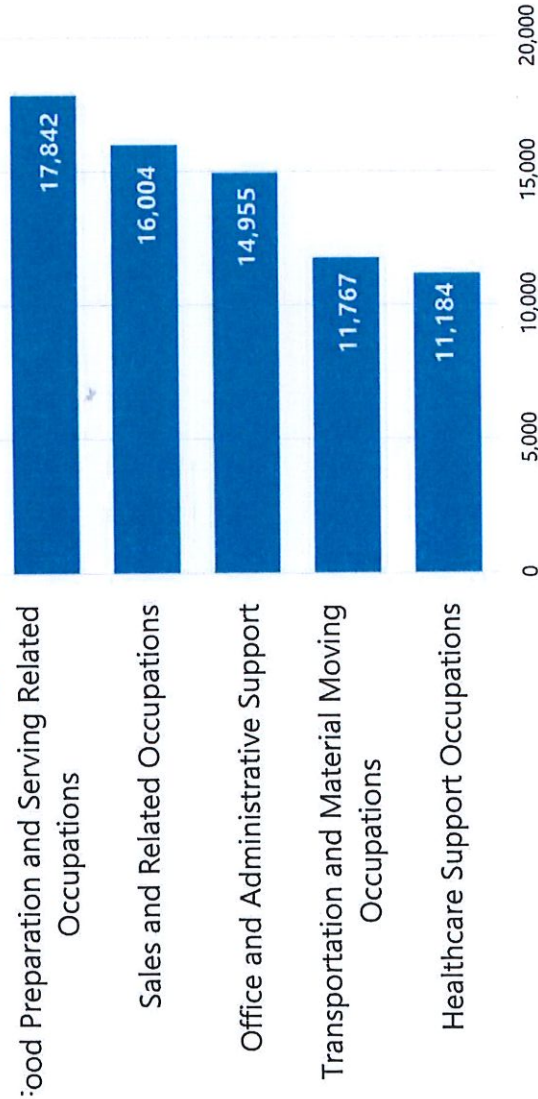
- More effectively providing services to job seekers and employers.
- Addressing skill gaps impeding economic growth.
- Developing career pathways that support the efforts of workers to access higher wages and more skilled employment.



For more information, please visit www.northeasternwldb.org.

Top 5 Replacement Demand by Occupation

Forecast over the next 10 years

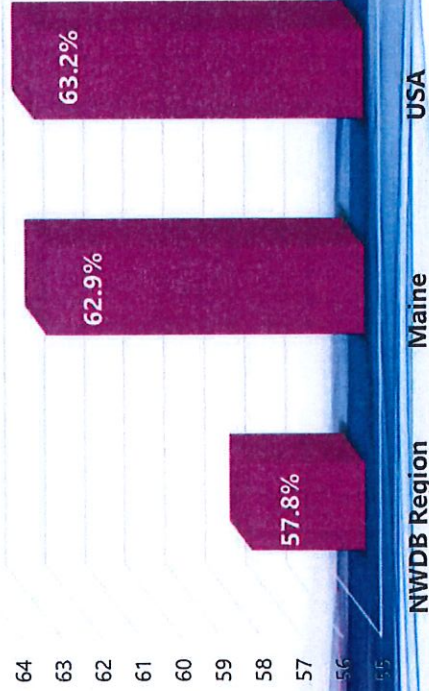


Replacement Demand will drive workforce demand over the next ten years and thus will be an important focus of regional workforce strategies – while there will be growth in healthcare and some industry sub-sectors, workforce demand will be driven largely by the demand for replacement workers (workers retiring or otherwise leaving the workforce). It is projected that replacement demand will drive the need for 140,315 positions with the highest occupations and corresponding jobs shown to the left.

The unemployment rate for the NWDB region was 6% as of March 2021, which was higher than the state average of 5.4%. Within the NWDB region the civilian labor force is estimated at 156,676 with a 57.8% labor force participation rate (2021). The participation rate in the NWDB is 5.1 percentage points lower than that of Maine at 62.9% and the U.S. at 63.2%.

Labor Force Participation Rate, 2019

(civilian population 16 years and over)





Strategies

- Continue facilitating robust meetings among groups of partners including those focused on the One Stops, Adult Education, and the implementation of other Core Programs.
- Develop committees on an as-needed basis to address new challenges or capitalize on new opportunities and initiatives.
- Encourage the "cross pollination" of board memberships by encouraging partners to serve on the NWDB and NWDB representatives to serve on partner boards.
- Improve mechanisms of communications to ensure that all partners are operating efficiently through awareness of all the resources in the region that can support job seekers and employers while avoiding duplicating services.
- Engage with businesses regularly and meaningfully to understand their projected workforce needs and current challenges.
- Recognize emerging industries that lead to job opportunities (e.g., clean energy, climate change, changing technologies).
- Capitalize on new program initiatives to engage employers and develop new training activities while working towards piloting new ideas and strategies that may be applied to other industries.
- Collaborate with partners and employers to develop a deep understanding of career pathways and utilize that information to develop better training programs and help job seekers, both unemployed and underemployed, to make informed decisions.
- Cross sharing information with state, regional, and local partners to support entrepreneurship and business/job creation including Small Business Development Center, start-up initiatives, and services through the higher education system.
- Strengthen collaborations with workforce service providers to ensure access for all individuals with barriers including formerly incarcerated, youth, long-term unemployed, and individuals with disabilities.



Vision

The Northeastern Workforce Development Board, as an active member of the region's overall economic, educational and social service network, effectively identifies and responds to workforce development changes and needs of businesses and workers alike as they strive to create and expand economic opportunities within the region's high wage, high growth industries. This action reinforces the direct alignment with the Comprehensive Economic Development Strategy (CEDS) developed by regional economic partners. To view the current CEDS plan, click here:

<https://www.emdc.org/wp-content/uploads/2019/09/CEDS-for-Web-2019.pdf>



Key Priorities

- Communication
- Upskill job seekers to meet employer needs
- Improve coordination and seamlessness of workforce system for customers and partners
- Grow labor force
- Assess, Adapt, & Administer



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WORKFORCE DEVELOPMENT BOARD

Priority Industries



Healthcare



Manufacturing



Technology

Additional Industries



Educational Services



Accommodation
and Food Services



Construction

Opportunities

- Replacement demand will drive workforce needs
- Healthcare industry and occupations projected to increase
- Emerging industries in technology and clear energy are expected to drive new employment demands
- With high levels of self-employment in the region, outreach and engagement strategies with industry must involve means to include small businesses and entrepreneurs along with the typical, larger employers
- Higher education assets spread throughout the region is a clear asset for meeting the workforce development demands of many occupations
- Higher-than-national/state percent of population with associate degrees making the region well-suited for middle skill jobs
- Underemployed population who can advance into higher skill, higher wage jobs through additional workforce, education, and training services
- Increasing numbers of immigrants and persons of color are moving to the region

Challenges

- Declining population, which is slightly older and less wealthy than the U.S. as a whole
- The percent of workers in the region who are over the age of 55 as an indicator of the impact of future retirements. Many industries, such as manufacturing, health care and social assistance, and government in the region have high percentages of workers who are nearing retirement age and will likely need new workers
- Lower higher education attainment rates of existing population for bachelor's degrees or more
- Lower labor force participation rates than U.S. as a whole
- Low projected job growth resulting from industry growth
- Industries with highest average wages tend to be those without significant levels of employment in the region



Aroostook County Action Program

We Make Life Better!

- The Connecting with Opportunities grant has met and exceed enrollments. The two-year grant officially began in January 2020, even though the contract was not signed until March 2020, the end of the first quarter. ACAP is contracted to serve 40 people over 8 quarters. As of August 2021, the middle of the 7th quarter, ACAP has served 54 participants with training, work experiences (WE), and on-the-job trainings (OJT). At this point, several are fully employed, some for the first time in over a year, 10 have been or currently are in a WE, three in OJT, and 6 are enrolled in training. USDOL has given a no cost extension through the end of 2022.
- ACAP joined in a partnership with Northern Light Health AR Gould and MSAD #1 Adult & Community Education for two Medical Assisting programs. The hospital provided the classroom and clinical training, adult education provided administrative and academic assessment and support, and ACAP provided fiscal support services. The first group saw all five WIOA supported participants complete the class, pass the national exam, and get full-time employment through AR Gould facilities. The second group represented ACAP's first Customized Training with a local business. Of the seven participants six have been hired as full time employees with benefits at sites operated by AR Gould.
- Toward the end of the fourth quarter, the Workforce Development supervisor redesigned a career counselor position to better serve the people of the St. John Valley. It has been seven years since ACAP has had a steady workforce development presence in northern Aroostook County, other than occasional outreach efforts. The newly designed position will have a career counselor spending two days a week at the ACAP office in Madawaska. This presence will be a better and more intentional way to provide services to job seekers and businesses in the Valley.
- The NWDB sent out a youth survey to One Stop Partners in the five -county region, and asked partners to share it. They were hoping for a robust response as it would help to inform the work of creating the new Strategic Plan. ACAP contacted guidance counselors, JMG school reps, and TRIO partners asking for help. 74% of the responses came from Aroostook County.
- Work experiences and OJTs can help employers, as well as clients. ACAP/Reboot and Carter are a perfect example. Please read about this in the Success stories.

Success Stories

Adult: Shannon came to ACAP's Workforce Development program through a referral from an outside agency. She was struggling to find employment do to her background, a past that included substance abuse disorder. Shannon has been in recovery for 2 years and has connected with the local recovery center. It was there that Shannon became aware of ACAP's employment services. Through WIOA funding, Shannon engaged in a work experience at a nonprofit agency that was working on setting up a sober house for women. Shannon thought the placement would be a great experience, as it aligns with her employment goals of a career in the field of counseling those with SUD. Shannon completed her

work experience, and has been hired part time to continue the work to get the sober house up and running. Also, she has been offered the position of House Manager once the house is fully functional. Shannon has also gone on to complete a course in Substance Use Disorder & Recovery and, in the fall of 2021, will attend Washington County Community College for an associate degree in Human Services. Shannon says she has come a long way with help from so many, and wants to be that catalyst for recovery and sustainable living for others.

NEG/Dislocated Worker: Participant, TB, was enrolled in the NEG after not having worked since March of 2020. His primary work experience was in construction, and he had struggled with finding work since the pandemic. He was interested in expanding his skill set, so ACAP's career counselor set up a work experience at Washburn Trailside and redemption. Upon completion of the work experience, the owner of the site was so impressed with TB's work, he requested an OJT in order to train TB as a manager. During this 8-week OJT, the participant is currently learning how to track inventory, schedule and train staff and manage the store. Upon successful completion of the OJT, the participant will take over as a full-time manager making \$16.00 an hour. After 15 months of not working, TB is on the path to full-time, sustainable employment.

Youth: Carter was a referral to an ACAP Workforce Development career counselor through the agency's fellow program, the Home Energy Assistance Program (HEAP). Carter is a recent graduate of Northern Maine Community College with a degree in Computer Networking Technology. While Carter's degree gave him the "hard" skills needed for employment, he lacked some of the techniques necessary to land a job. He was enrolled in the WIOA Older Youth Program to receive guidance and counseling assistance to develop a plan for his future employment in the IT field.

Through assessment and exploration of the local labor market, as well as discussion of his current skills and long-term goals, Carter received assistance to identify potential employers in the area specific to his educational skill set. ACAP's career counselor worked with Carter to explore potential employers in the Central Aroostook area interested in providing a work experience. ACAP stepped up to the plate by providing a work experience within its own IT department, to work with a long-time IT specialist and an up and coming business providing IT support to several small and large businesses around the state. The work experience program allowed Carter to gain hands on experience, establish a work history, gain good work habits/attitudes and to increase his IT knowledge. It also allowed the IT company to see Carter's effectiveness and skill set, and his ability to grasp the scope of new work and successfully complete tasks. Carter successfully completed his work experience program and has been hired through an On-the Job Training program with this local company as an IT Support Specialist.

Title 30-A: MUNICIPALITIES AND COUNTIES

Part 1: COUNTIES

Chapter 1: COUNTY OFFICERS

Subchapter 2: COUNTY COMMISSIONERS

Article 2: ELECTION AND TENURE

§65. Apportionment of county commissioner districts

1. **Redistricting, generally.** In 2021 and every 10 years thereafter, the apportionment commission established under the Constitution of Maine, Article IV, Part Third, Section 1-A shall review the existing county commissioner districts and, as necessary, reapportion those districts in each county to establish as nearly as practicable equally populated districts. The Speaker of the House is responsible for calling the commission together to review the county commissioner districts. No action may be taken by the commission without a quorum of 7.

A. The apportionment commission shall divide the number of commissioners in each county into the number of inhabitants of the county, excluding foreigners not naturalized, according to the latest Federal Decennial Census or a state census previously ordered by the Legislature to coincide with the Federal Decennial Census, to determine a mean population figure for each county commissioner district. Each county commissioner district must be formed of contiguous and compact territory and must cross political subdivision lines the least number of times necessary to establish as nearly as practicable equally populated districts. Whenever the population of a municipality entitles it to more than one district, all whole districts must be drawn within the municipal boundaries. Any population remainder within the municipality must be included in a district drawn to cross the municipal boundary as long as the population remainder within the municipality is contiguous to another municipality or municipalities included in the district. Any county that already meets the standards and guidelines for equally populated districts, as established by this section, the Constitution of Maine and the Constitution of the United States, need not be reapportioned. [PL 2013, c. 85, §2 (AMD).]

B. Interested parties from each county may submit redistricting plans for the commission to consider. Those plans must be submitted to the commission no later than 30 calendar days after the commission is called together by the Speaker of the House under this subsection. The commission may hold public hearings on plans affecting each county. [PL 1987, c. 737, Pt. A, §2 (NEW); PL 1987, c. 737, Pt. C, §106 (NEW); PL 1989, c. 6 (AMD); PL 1989, c. 9, §2 (AMD); PL 1989, c. 104, Pt. C, §§8, 10 (AMD).]

C. The commission shall submit its plan to the Clerk of the House no later than June 1st of the year in which reapportionment is required. The Clerk of the House shall submit to the Legislature, no later than January 15, 2022, and every 10th year thereafter, one legislative document to reapportion the county commissioner districts based on the plan submitted by the apportionment commission. The Legislature must enact the submitted plan or a plan of its own in regular or special session by a vote of 2/3 of the members of each House within 30 calendar days after the plan is submitted to it by the Clerk of the House. This action is subject to the Governor's approval, as provided in the Constitution of Maine, Article IV, Part Third, Section 2. [PL 2013, c. 85, §2 (AMD).]

[PL 2013, c. 85, §2 (AMD).]

2. Supreme Judicial Court. If the Legislature fails to make an apportionment within the 30 calendar days, the Supreme Judicial Court shall make the apportionment within 60 calendar days following the period in which the Legislature is required to act, but fails to do so. In making the apportionment, the Supreme Judicial Court shall consider plans and briefs filed by the public with the court during the first 30 days of the period in which the court is required to apportion.

[PL 1987, c. 737, Pt. A, §2 (NEW); PL 1987, c. 737, Pt. C, §106 (NEW); PL 1989, c. 6 (AMD); PL 1989, c. 9, §2 (AMD); PL 1989, c. 104, Pt. C, §§8, 10 (AMD).]

3. Funding. The commission shall make equal amounts of money available to the 2 major parties represented on the commission for the purpose of this apportionment. In addition, sufficient funds shall be made available to the chairman of the commission. The commission shall recommend to the Legislature, if that body is in session, otherwise to the Legislative Council, an appropriation sufficient to cover the cost of reapportionment.

[PL 1987, c. 737, Pt. A, §2 (NEW); PL 1987, c. 737, Pt. C, §106 (NEW); PL 1989, c. 6 (AMD); PL 1989, c. 9, §2 (AMD); PL 1989, c. 104, Pt. C, §§8, 10 (AMD).]

SECTION HISTORY

PL 1987, c. 737, SSA2,C106 (NEW). PL 1989, c. 6 (AMD). PL 1989, c. 9, §2 (AMD). PL 1989, c. 104, §§8,10 (AMD). PL 2013, c. 85, §2 (AMD).

The Revisor's Office cannot provide legal advice or interpretation of Maine law to the public.
If you need legal advice, please consult a qualified attorney.

Office of the Revisor of Statutes (mailto:webmaster_res@legislature.maine.gov) · 7 State House Station · State House Room 108 · Augusta, Maine 04333-0007

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Table 1

County Commission District	County Commission District	County Commission District	County Commission District	County Commission District	County Commission District	County Commission District	County Commission District	County Commission District	County Commission District	County Commission District	County Commission District	County Commission District
TOWN												
Oxbow	66	0	8189	7396							239	237
Fort Fairfield	3496	3322	9692	8797							485	438
Easton	1287	1320	1687	1527							267	263
Mars Hill	1493	1360	1948	1886							4097	4067
Blaine	726	667	488	491							1082	1052
Bridgewater	610	532	425	373							747	730
Monticello	790	737	1302	1202							4035	3867
Hammond	118	91	549	455							467	366
Littleton	1068	997	249	204							2171	2038
Moro	38	44	81	79							103	76
Merrill	273	208	118	164							219	166
Smryna	442	439	10	12							457	418
Ludlow	404	434									306	293
Littleton	1068	997									2314	1526
Houffon	6123	6055									1213	1217
Hersey	83	73									602	577
Dyer Brook	213	215									386	371
Oakfield	737	661									283	229
New Limerick	510	574									46	27
Hodgdon	1308	1290									391	359
Linneus	984	947									62	79
Crystal	269	248									253	250
Island Falls	837	758									224	194
Cary Pt											864	772
Sherman	848	815									546	519
Amity	236	253									321	310
Glenwood	3	6									594	706
Haynesville	121	97										

