

TechHire FAQs for Employers

What is TechHire?

TechHire is a four-year initiative in the state of Maine to build the skills of our information technology workforce. The national TechHire Initiative, launched by President Obama in March of 2015, is a multi-sector effort to empower Americans with the skills they need through universities and community colleges as well as non-traditional paths to technology training. TechHire Maine is one of 72 designated TechHire communities nationwide.

Who runs TechHire, exactly?

TechHire is an initiative running from 2016-2020 that is spearheaded by Coastal Counties Workforce, Inc. (CCWI). CCWI engages several partners to implement programming and distribute resources. Statewide partners include Goodwill Workforce Solutions (south/central regions), Eastern Maine Development Corporation (EMDC) (northern region), the Maine Office of Adult Education (statewide) and Educate Maine (statewide).

Adult Education centers help to recruit and refer candidates and provide initial assessments. Workforce Solutions and EMDC primarily work on enrolling participants in the initiative and connecting them with trainings and job search support. Educate Maine staff primarily work on building employer networks across Maine and leveraging grant resources to support businesses working with TechHire.

Does my company have to be headquartered in Maine to work with TechHire?

No, but your open roles must be based in Maine in order for your business to be able to receive any type of support or resources from TechHire.

What parts of Maine are covered?

TechHire staff are statewide, with a hub in Portland and a hub in Bangor. Our staff covers all 16 counties.

How do participants come to work with TechHire?

TechHire supports both individuals looking for training and work as well as employers looking for qualified employees.

Most commonly, individuals are referred to the TechHire initiative from Adult Education centers across the state, as well as from local colleges and universities. Some individuals find out about TechHire through their job searches and come to us themselves. We actively recruit qualified individuals (primarily aged 17-29) statewide through events, info sessions, and newsletters.

Educate Maine staff regularly conduct outreach to Maine employers with IT positions to learn more about their hiring and training needs. Interested employers should contact us!

Who is eligible to be a TechHire participant?

To work with TechHire, individuals must meet the following criteria:

- Interest/aptitude for IT, commitment to working in the field
- 17-29 year old
- Maine Resident
- Unemployed or Underemployed

Who is eligible to be a TechHire employer?

Any business that has an [information technology](#) role can work with us.

What types of trainings does TechHire provide?

TechHire does not provide trainings directly, but links individuals and businesses with relevant and flexible trainings to meet their needs.

Examples of trainings that individuals have completed with TechHire grant support are:

- university-offered courses (in-person and online)
- CompTIA A+ certification at Adult Education Centers
- IT bootcamps
- online learning courses (e.g. Google IT, Pluralsight, VTECH, New Horizons)

Common areas of focus are programming, database administration, and computer user support.

The TechHire team has also worked closely with the *University of Maine at Augusta* to develop a year-long laser-credential learning opportunity that has been vetted by area employers. The courses of study in that program are:

- Web Design and Development
- Data Science
- Security
- Programming
- Database Administration

A common credential obtained by participants is the CompTIA A+ certification, for which training is often provided at local community colleges or adult education centers across Maine.

TechHire staff also develop and deliver in-house workshops on job search strategies, resume development, workplace communication, and more.

Employers who are interested in [upskilling current workers](#) using the grant's Incumbent Worker Training Funds can select trainings relevant to their business needs. TechHire staff will work with employers to identify relevant credentials and training pathways to ensure that IT staff across Maine are keeping current with the latest technologies and practices.

What types of occupations does TechHire work with/support?

A full list of designated TechHire occupations can be found [online here](#).

Common job titles associated with TechHire are:

- IT Support Specialist
- Help Desk
- Web Programmer
- Software Developer
- Database Administrator
- IT Project Manager
- Analyst

What does TechHire cost?

There is no cost to working with TechHire - we are entirely funded by the \$4 million dollar grant. Employers can share open roles with us and we will share these opportunities within our networks. TechHire does not cover participant wages under most circumstances, though there is the possibility of a financial incentive to employers who hire TechHire candidates with a skill gap and provide on-the-job training. Please contact us to learn more.

What are the benefits of working with TechHire?

There are several benefits to working with TechHire:

- You'll be part of a network of IT professionals and educators working to build the information technology and computing sector across the state
- TechHire can refer candidates to you for hard-to-fill positions
- TechHire can provide training dollars for new employees to get up to speed (on-the-job training)
- TechHire can provide training dollars for existing employees to get training and credentials in the IT skills businesses need (incumbent worker training funds)
- Your organization will have input into developing the most relevant trainings to meet business needs