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About Us

Guam Department of Labor

Table of Contents

<i>About Us</i>	1
<i>Performance</i>	2
<i>Performance</i>	3
Financial Highlights	3
<i>Moving Forward</i>	4

Actionable Strategies

- Enhance One-Stop Career Center program delivery for employers, employees and career strategies.
- Empower people and communities through enhanced workforce reporting of economic and workforce data for community solutions.
- Adopt a YADIS (Youth, Adult, Dislocated, Incumbent and Senior Worker) life long learning philosophy and integrate the workforce learning continuum as the guiding framework for the Power of E³ aligned with regional economies.
- Support increased economic opportunities for Guam residents and collaboration with business, federal government and non-governmental organizations and faith based communities.
- Strengthen Guam's workforce investment governance and workforce community leadership system

Mission Statement

The Guam Department of Labor (GDOL)/ AHRD fosters and promotes the welfare of the job seekers, wage earners, by improving their working conditions, advancing their opportunities for profitable employment , helping employers find workers, tracking changes in employment, prices and other national economic measurements.

As mandated by Public Law 9-238, Title XLVI Chapter 1 , Section 48052 the Guam Department of Labor's / AHRD purpose shall be “ *To foster, promote and develop the welfare of the wage earners of Guam, to improve their working and living conditions also to advance their opportunities for occupational training and profitable employment.*”

Strategic Goals

- Promote and Safeguard the employment and job opportunities for the citizens of Guam.
- Ensure safe working conditions
- Ensure compensation for work related injuries and illnesses
- Encourage, Promote and Develop Occupational Training and Opportunities
- Ensure the payment of lawfully earned wages
- Enforce minimum wage and hour standards
- Ensure equal employment opportunities and treatment of workers

Organizational Structure

Employment & Training

The Department provides employment assistance, labor market information, and job training through the administration of the following programs: Adults, Dislocated Workers, Youth and services for targeted populations authorized by the Workforce Investment Act of 1998, Employment Services authorized under the Wagner-Peyser Act; Foreign Labor Certification activities authorized by the Immigration and Nationality Act; the Senior Community Service Employment Program authorized by the Older American Act; Apprenticeship programs authorized by the National Apprenticeship Act, Job Corps Services through a Cooperative Agreement with the Hawaii Job Corp Center and Veterans Employment and Training Services through the Job for Veterans State Grants.

Regulatory and Compliance— Worker Protection

The Department mission is to assure that every working man and woman in the workplace has safe and healthful working conditions. Our Division of Occupational Safety and Health (DOSH) and the OSHA Consultation Program (a cooperative agreement with USDOL) and the Workers Compensation division, ensures the safety and health of Guam's workers by setting and enforcing workplace safety and health standards; delivering effective enforcement; providing training, outreach and

education; and encouraging continual improvement in workplace safety and health. Through these efforts our safety division aims to reduce the number of worker illnesses, injuries, and fatalities.

The Wage and Hour Division is responsible for administering and enforcing a number of laws that establish the minimum standards for wages and working conditions on the island. The Fair Labor Standards Act (FLSA) minimum wage provisions and the prevailing wage laws provide a floor for the payment of fair wages, while the FLSA overtime provisions are intended to broaden work opportunities and promote employment.

Statistics

The Bureau of Labor Statistics produces relevant statistics reflecting labor market activity and working conditions. Statistics produced by BLS support the formulation of economic and social policy by providing data for analysis and decision-making.

Volunteerism & Service

The Department promotes the spirit of volunteerism, community service and civic engagement through the AmeriCorp Program. By virtue of Executive Order 2005-11 the Department administers funds received by the Corporation for National Community Service. This program is governed by the Governor's Commission

Performance—Employment, Training, Compliance & Statistics

Employment & Training

Guam’s state plan and plans of work have been modified to ensure that a continuum of education and training opportunities support the development of a skilled and competitive workforce. Life Long learning has been prioritized as the key driver to improve workforce development and provide action steps to trans-

form the learning continuum as it relates to talent development. A snapshot of the department’s activities for Program Year 2008 and Program Year 2009 is identified in graph below that demonstrates the activities for the last two program years.

Graph 1—Employer Services: Total number of job openings received in PY2008 and

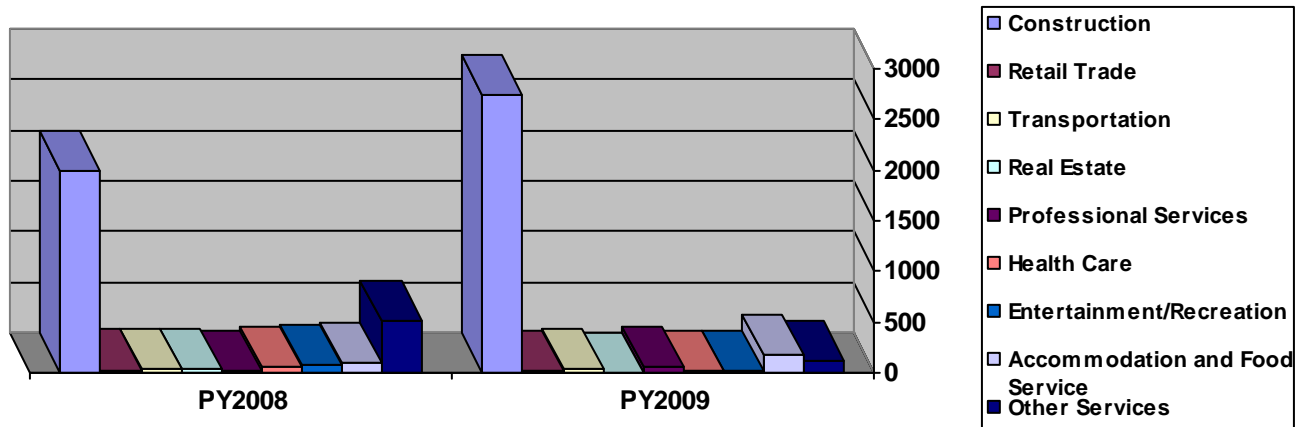
PY2009 by Industry.

Graph 2—Participant Services: Services provided to individuals receiving services from programs available at Guam’s only One-Stop Career Center.

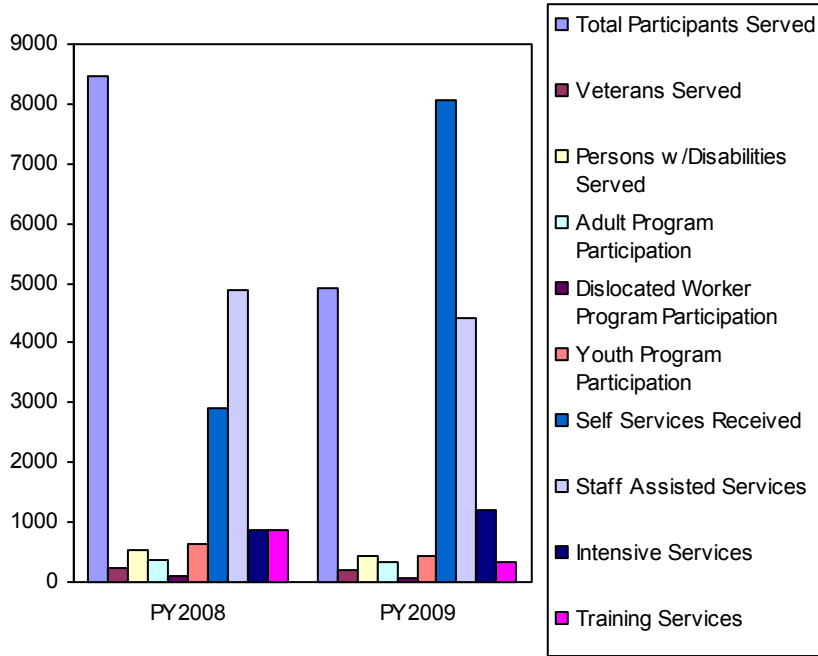
Guam Registered Apprenticeship Program. Guam looked at strategies to promote and attract employers to become sponsors of USDOL registered apprenticeship. Thus, the “Guam Registered Apprenticeship Program (GRAP)” law, provides tax incentives for private employers allowing a tax credit of up to 50% of their costs to train apprentices.

Passport to Careers (PTC)
The Passport to Careers Program developed strategies to promote collaboration between partners, education, human services and those organizations that serve youth most in need and have significant barriers to employment.

Graph 1—Employer Services—Job Openings by Industry



Graph 2—Participant Services



Guam Registered Apprenticeship Program—FY2009

Total Number of Participating Employers (Work Sponsors): 5
 Total Apprentices: 87
 Total Tax Credit Issued: \$3,281,816.16

Passport To Careers School Year 2009-2010

Total Number of Participants: 204
 Total Number of Females: 73
 Total Number of Males: 131
 121 = New participants
 83 = Continuing participants
 Of the total participants
 58 = Youth with a disability
 6 = Youth Offender
 1 = Youth Parent and/or Pregnant

Performance—Employment, Training, Compliance & Statistics

H2B Compliance

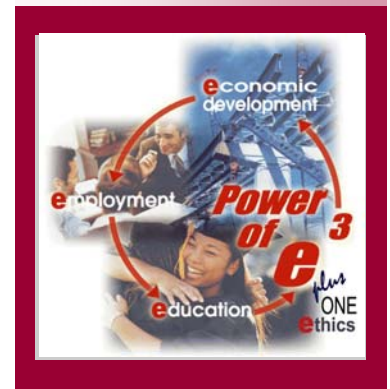
Number of Identification Cards Issue: 2,044
 Number of Worker Housing Inspection: 30
 Number of Job Site Inspection: 87
 Number of Citations Issued: 54
 Total Registration Fees Collected: \$2,074,999.99

Wage & Hour Compliance

Route Investigations: 2
 Complaint Investigation: 98
 Non-Investigative Complaints: 12
 Enforcement of Wage Determination: 2
 Intergovernmental Regulatory/Compliance: 22
 Outreach/Education Awareness Class: 24

Statistics

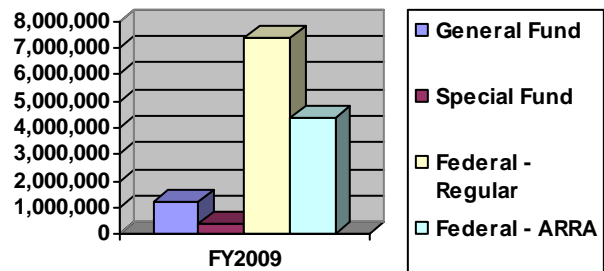
Publications issued:
 Current Employment Report
 Occupational Safety & Health Statistics
 Annual Census of Establishment
 State Occupational Employment and Wage
 Unemployment Report
 Household and Per Capita Income Report
 Minimum Wage Impact Estimates
 Federal Expenditure Report
 Guam Economic Census



Financial Highlights—FY2009 Revenue

The Department leverages its appropriations with Federal monies to fund programs and activities. In fiscal year 2009, the department received a total of \$7,387,496.00 in federal formula funds and \$4,342,758.00 in American Recovery and Reinvestment Act Stimulus Funds. In addition to the federal dollars

received, an appropriation of \$1,648,834.00 from the General and Special Fund (Man Power Development Fund MDF) was given in FY2009.



Financial Highlights—FY2009 Expenditures

<u>Category</u>	<u>Federal</u>	<u>General</u>	<u>Special (MDF)</u>
Personnel Cost	3,033,268.34	794,349.64	264,293.24
Non-Personnel Cost	4,860,542.78	413,845.95	96,484.50

Forecast—Where are we going

Regional Workforce Development Council (RWDC)

The goal of the RWDC is to provide the much needed regional guidance and development of a regional workforce strategic plan.

Globalization has forced change in every region and impacted every aspect of our economy. This will force change unseen during modern times for Micronesia. To remain competitive and meet the challenges ahead, the region must shift from change challenges to transformative opportunities. Transformative opportunities will require increased partnerships with the Pacific community—businesses, researchers, entrepreneurs and government entities, and citizens. As our regional communities and cultures change, our governments, institutions, and our partnerships must change to remain relevant.

A regional workforce development strategic partnership is critical for the growth and sustainability of the region's economy and values the importance of shared accountability, collaboration, responsibility and increased engagement around talent development.

• *Workforce System Regional Framework Process*

The framework process builds from the preceding summit sessions of the RWDC and PWIW workforce development deliberations. This includes the updates and adaptation, leveraging of regional assets, expertise, alignment and common consensus on practical talent development action plans.

The workforce system regional framework represents the RWDC many guided and facilitated discussions with the regional PWIW advisory group, and collaborators, forums, summits and seminars. This framework presents the RWDC's overarching goals, core objectives and priority areas and key performance indicators.

The RWDC recognizes the changing marketplace and programming dynamics of government and industry needs allowing this process to remain a sensitive and living document with allowances for revising strategies as needed by the RWDC.

The result of this process represents a coherent and practical framework aligned through the three overarching strategic Plan focus areas:

1. Workforce Demand Initiatives;
2. Workforce Supply Initiatives;

The Micronesian Chief Executives endorsed the establishment a Regional Workforce Development Council (RWDC); the alignment of workforce development, vocational education and other training programs and leverage resources; the collaboration, integration and formation of partnerships with the private sector; and the creation and implementation of training programs for demand-driven occupations.

Rethinking our workforce system strategy, begins on building on our strengths and assets as a unified region, preparing Micronesia's human capital for training opportunities,

Vision:

A unified, competitive, and just-in-time talent development system that strengthens and embraces the region's unique diversity.

Mission:

To improve the quality of life and standard of living of our citizens by maximizing their potential for employment in a competitive economy.

3. Comprehensive local/regional based training systems.

During the early RWDC period, the workgroup identified three initial focus areas to evolve the RWDC workforce development Five-Year Strategic Plan. Year 1 and 2 of the plan focuses on Capacity Building— This area considers the importance of technical team development, cross-planning and working with workgroups and collaborators;

Locality Based Entrepreneurship— focuses on regional collaboration and support for youth entrepreneurship;

Regional Data for Economic and Community Solutions—focuses on regional data on workforce development and common program design and reporting.

Years 3-5 of the Strategic Plan focuses on conducting the feasibility of establishing a Micronesian Job Corp and the incorporating and aligning lifelong learning with the recognized learning continuum for training and workforce development.

The Chief Executives recognize that to meet region training needs, the approach has to be practical and should include both short-term and long-term training sensitive to demand-driven occupations. Where possible, to use existing institutions in a coordinated and regional manner.

Forecast—Where are we going

• Towards a Micronesian Transformation

The Micronesian Workforce Transformation becomes the vehicle for enhancing the region's workforce development agenda. This includes providing incentives for employment opportunities, increasing the pool of new employers, and addressing effective retention and expansion strategies.

The Micronesian Transformation includes common recurring themes aligned closely with the proposed goal areas:

- Learning continuum embedding lifelong learning through appropriate manpower development and capacity building programs;
- Occupational and vocational instruction and career counseling for youth and adults;
- Online Learning and Distance Education;
- Localizing best-practice training programs;
- Updating manpower needs and aligning the various strategic plan documents;
- Establish a marketing and branding campaign for Micronesia Works!;
- Establish and align economic development priorities, private sector initiatives, Entrepreneurial support and promote regional tax incentives for intra-region investments;
- Incentives & scholarships including the establishment of regional internships and scholarships;
- Leveraging resources;
- Promoting accountability, outcomes and performance measures of programs and activities;

• Regional Workforce Action Plan Strategy Areas for the RWDC

The seven action plan strategies represent the many ongoing discussions with various strategic partnerships inclusive of both regional and federal government collaborators.

Strategy 1: **RWDC Data Initiative**

Strategy 2: **Regional Entrepreneurship/Enterprise Initiative**

Strategy 3: **Workforce Readiness Credentialing System**

Strategy 4: **Workforce Pipeline Development Initiative**

Strategy 5: **RWDC/PWIW Communications Plan**

Strategy 6: **Computer and Financial Literacy Initiative**

Strategy 7: **Succession Planning Initiative (replacement of key staff and mentoring junior staff).**

E3+1 Education, Employment, Economic Development and Ethics

Workforce One e3 system.

The Chief Executives adopted the RWDC's recommendation of regionalizing the Power of E3: Education, Employment, and Economic Development from the U.S. Department of Labor's Employment and Training Administration (ETA) framework guiding employment and training programs. Ethics was added as recommended by CNMI Governor Benigno R. Fitial localizing this framework and establishing the e3+1.

Each jurisdiction represented by its PWIW advisory workgroup helped established its objectives and consensus of goals and action areas. The e3+1 provides the constant through which these discussions evolved aligning the regional discussions of the PWIW and the RWDC. The endorsement and common consensus of these goals and strategies evolved through the workgroup minutes and many forms of input sessions and discussions. This includes building from existing workforce initiatives and efforts.

Defining the common tenets of workforce development priorities embeds the need to link strategic collaboration with education and economic development and ethics as the guiding elements to ensure that the workgroup and council efforts are based and guided by strong values sensitive to our unique pacific island heritage.

The endorsement of the Micronesian Workforce Transformation Forum—Micronesia Works! provides the unifying brand for the region's diverse workforce development strategies