



**Civilian Military Task Force
Labor Sub-Committee**

MONTHLY REPORT

MARCH 2008

4 March 2008 - Job Fair Planning Meeting

The One Stop Career Center (OSCC) partners met to discuss and plan for an island-wide August Job Fair to coincide and celebrate the 10th anniversary of the opening of the OSCC. The discussions focused on strategic planning, leveraging resources, and networking to invite to the planning team from the following: federal government, businesses, faith-based organizations, community-based organizations, non-profit and for-profit organizations. The Guam Employment Service (GES) is the lead agency for the planning committee.

5 March 2008 - GEDCA Seminar : Understanding Federal Contracting for Small Businesses

On March 5, 2008, the Guam Economic Development & Commerce Authority (GEDCA) sponsored a seminar for visiting members of the Philippine Association of Service Exporters, Inc (PASEI). The Administrator of the Guam Department of Labor (GDOL), Alien Labor Processing and Certification Division (ALPCD) made a presentation attended by 30 members of PASEI. The following key points were discussed with GEDCA officials and conference participants:

- Developing and Training workers in the Philippines to bring them up to U.S. standards to be more marketable for jobs on Guam and to meet military requirements and the build up.
- Sharing direct experience with placing workers in world-wide markets in places such as Africa, Saudi Arabia & Dubai.
- Emphasizing compliance with the Guam Code Annotated (GCA) 22 GCA § 7115 which prohibits accepting a fee from an alien worker for placement.
- Ongoing partnerships between ALPCD and private employers/Federal Contractors to ensure compliance with local and federal statutes, regulations, and rules.

March 7-8, 2008 - 14th Annual GSAT Conference & Disability Community Conference & Exposition, Western Resort

On March 7-8, 2008 the Guam System for Assistive Technology (GSAT) in partnership with the Disabilities Council hosted the 14th Annual Tri-Agency Conference and Exposition. The purpose of the conference was to network, share programs, and activities specifically for individuals with disabilities. The Director of the Guam Department of Labor conducted a workshops to bring awareness on the availability of jobs in the labor marker; basic qualification requirements for various occupations; required knowledge, skills, abilities, and personal characteristics for specific jobs; and an overview of the services and programs available at the One Stop Career Center.

March 7, 2008 – Meeting with State Department Officials – Pacific Islands Forum Secretariat:

Background: The Pacific Islands Forum, formerly the South Pacific Forum until a name change in October 2000, was founded in August 1971 and comprises 16 independent and self-governing states in the Pacific. The Forum is the region's premier political and economic policy organization. Forum Leaders meet annually to develop collective response collective responses to regional issues.

The Forum's administrative arm is the Pacific Islands Forum Secretariat, based in Suva, Fiji. It acts as the Secretariat for Forum-related events, implements decisions by the Leaders, facilitates the delivery of development assistance to member states, and undertakes the political and legal mandates of Forum meetings.

In October 2007, Mr. John Licht, Grade Policy Officer, EPA – WTO, Pacific Islands Forum Secretariat visited the Guam Department of Labor to discussed employment opportunities for the citizens of his nation and the impact of the military buildup to the insular areas. Thus, in a follow up meeting with officials from the State Department and Pacific Islands Forum Secretariat, on Friday, 7 March 2008, officials met to facilitate connection and align with the Guam Department of Labor. Pacific nations (Tuvalu, Fiji and others) are interested in employment opportunities for their people. Unlike citizens of insular areas under the Freely Associated States (FSM, RMI and Palau) who are eligible to work in the United States and U.S. territories, citizens from the pacific nations are foreign nationals.

Those in attendance were:

Melinda Lucke	Country Officer, Office of Australia, New Zealand and Pacific Islands Affairs, Bureau of East Asian and Pacific Affairs, United States, Department of State
Steve McGann	Director of the of the United States Office for Australia, New Zealand, and Pacific Islands Affairs, Dept. of State
Jessica Powers	Country Director for South and Southeast Asia, Asian and Pacific Security Affairs, Office of the Secretary of Defense, Department of Defense
Patricia Sachs-Cornish	Pacific Island Forum Secretariat from Fiji
Maria Connelley	GDOL/Chair, Labor Sub-Committee
Mary Okada	President, Guam Community College, Co-Chair, Labor Sub-Committee
Peter Barcinas	Guam Workforce Investment Board
Larry Gamboa	Guam Dept. of Labor/AHRD
Vera Topasna	Guam Dept. of Labor/AHRD

March 11, 2008 – Youth Forum:

Background: As the administrative entity of the Workforce Investment Act, GDOL/AHRD has the responsibility to ensure that program services are provided to eligible youth participants based on individual objective assessment and career strategy plans. The Workforce Investment Act requires workforce development systems to provide comprehensive youth development activities and services to meet the needs of the most at-risk youth and neediest youth. Guam's 5 year Workforce Strategic Plan is designed to continue to transform and further integrate the One Stop Career Center delivery system into a cohesive workforce investment system that can respond quickly and effectively to the changing needs of businesses and the new economy; build on and improve "what works" in the system; eliminate barriers to successful implementation and fix what doesn't work; and improve links with the private sector and with post secondary education and training, social services, and economic development systems to prepare the workforce for career opportunities in high growth sectors.

On March 11, 2008 the Guam Department of Labor/Agency for Human Resources Development (GDOL/AHRD) held a Youth Stakeholder Forum at the Guam Marriott Resort & Spa. The forum addressed Strategic Goal 3 of the Guam Workforce Strategic Plans of Work – to adopt a Lifelong Learning Philosophy for Youth, Adult, Dislocated/Incumbent Workers, and Senior Citizens (**YADIS**) and integrate the workforce Learning Continuum as the guiding framework for the power of e³ aligned with regional economies.

A survey conducted through the appreciative inquiry methodology amongst forum participants (youth and youth service providers) determined the 2 most critical youth program needs as: **assessment with parent involvement, and dedicated specialized training to focus on specialized skills.** The Youth Stakeholder Forum was a planned activity that acknowledges the many variations of programming and training curriculum for youth, however, the need to shift from individual program efforts towards fostering a coordinated program environment through the offerings of a family of common programs for youth career, training, and education programs remains a priority for the workforce investment system.

Represented at the Youth Stakeholder Forum were the following entities/organizations:

Sanctuary, Inc.

Department of Youth Affairs;

Department of Agriculture, Department of Justice;

29th Guam Legislature

Guam Public School System

- Curriculum & Instruction
- Special Education

March 13-15 – ASIA PACIFIC COUNCIL OF AMERICAN CHAMBERS OF COMMERCE (APCAC) MEETING:

Background: The Guam Chamber of Commerce is a non-profit voluntary association of business and professional individuals and firms united in their desire to improve business and build a better social and economic community of Guam. It exists to advance the general welfare of its members by promoting the economic, social and environmental well-being of the Territory of Guam; the Chamber seeks to develop, encourage, promote and protect the commercial, professional, financial and general business interest of the Territory of Guam, to extend and promote the trade and commerce, and foster, develop and protect the industry of the Territory; to procure laws and regulations desirable for the benefit of business in general; and to provide a forum for the reflection of sentiments of business regarding matters affecting its interest.

On 13-15 March 2008, the Guam Chamber of Commerce hosted the APCAC 3-day conference *“Economic Security and Opportunities in the Asia Pacific Region”* attended by American Chamber members from Asia and the United States and the Chair of the Civilian Military Task Force Labor Sub-Committee. Speakers from public/private and military organizations provided an overview of current activities, forecasts and next steps. The speakers included the following members:

Welcome and Opening Remarks - *Ms. Laura Dacanay, Chairwoman of the Board, Guam Chamber of Commerce*
Mr. Landis W. Hicks, Chairman, APCAC

Updates from Capitol Hill - *Congresswoman Madeleine Z. Bordallo, Member, U.S. House of Representatives*

Opportunities in Guam – A Strategic Outpost for American Interests in the Region
Honorable Felix P. Camacho, Governor of Guam

Intra-Regional Trade - Deepening U.S. Business Engagement in Asia
Ms. Judy R. Reinke, Commercial Counselor/U.S. Embassy-Manila,
U.S. Commercial Service

Free Trade Agreements in the Region
Moderator - Mr. Allan Smith, President, ACCJ
Mr. Charles D. Lake, II, Chairman, ACCJ
Ms. Tami Overby, President & CEO, AmCham Korea

Economic & Market Update

Mr. Kenan Knieriem, First Vice President and Account Executive-in-Charge, Merrill Lynch Institutional Advisory Division – Honolulu Office

Asia Matters to America

*Dr. Charles E. Morrison, President, East-West Center
Dr. Satu P. Limaye Director, East-West Center in Washington*

LUNCH AND KEYNOTE ADDRESS - An Airman's Perspective: Executing Air, Space and Cyberspace Power to Fly, Fight and Win in the Pacific
General Carrol H. "Howie" Chandler, Commander, Pacific Air Forces

Regional Security - Corporate Security Procedures & Safeguards

Mr. Mark Robinson, Director of Business Development & Operations, Spectrum OSO Asia Ltd.

Security in the Region

Ambassador Charles Salmon, Foreign Policy Advisor, Asia Pacific Center for Security Studies

Summary of March 2008 Guam Industry Forum Proceedings

Captain Robert Lee III, Director, Joint Guam Program (Forward)

WASHINGTON D.C. UPDATES - Mr. Landis W. Hicks, APCAC Chair

U.S. Chamber of Commerce *Mr. Murray Hiebert, Senior Director, Southeast Asia, U.S. Chamber of Commerce*

ASEAN AmChams-U.S. Chamber Cooperation

Mr. Walter Blocker, APCAC Vice Chair, ASEAN

The Alliance For A Competitive Tax Policy

Ms. Kristin Paulson, APCAC Vice Chair, Tax

U.S. Presidential Election Analysis

Mr. Steve Okun, Vice President of Public Affairs (Asia Pacific), UPS

16 March 2008 – Regional Innovations Grant Funds for Grant Writer -

Background: The Guam Department of Labor (GDOL) continues to pursue the Regional Innovations Grant (RIG) to assist in regional workforce development training and education planning initiatives. On March 14, 2008, the Office of Insular Areas, Department of Interior (DOI) notified the Guam Department of Labor that the OIA is pursuing the possibility of funding the grant writer for the RIG proposal. Although, the GDOL technical team has been consistently meeting and developing the proposal, technical assistance is needed in finalizing the regional components of the proposal. This would be the first time that GDOL will be submitting a proposal that requires a

regional approach and given the complexity, it is been recommended that GDOL seek further assistance through an experienced regional workforce development grant writer. An official letter from the Governor of Guam to Acting Secretary of Interior, Office of Insular Affairs, DOI was issued.

19 March 2008: State Department Meeting with Palau officials - Melinda Lucke, Country Desk Officer, Australia, New Zealand and Pacific Islands Department of State updated the Guam Civilian Military Task Force (CMTF) Labor Sub-Committee of the State Department's recent visit to Palau. Officials from the State Department met with Billy Kuartei, Chief of Staff for Palau President Remengasau, and Patrick U. Tellei, President of Palau Community College. Palau citizens would like the opportunity to apply for Guam employment opportunities as well as be included in the Guam workforce database. Ms. Lucke shared the GDOL website with the Palau team and is very pleased that the site facilitates matching laborers with contractors. According to Ms. Lucke, a follow-up meeting with the Palau team to discuss further efforts with Guam will take place in Hawaii on March 24, 2008.

20 March 2008: Superior Court of Guam Interpreter Training Initiative - Background – On October 30, 2007, the GDOL technical team met with representatives from the Superior Court of Guam and University of Guam to discuss the court systems short supply of interpreters to provide consistent interpretation and /or multilingual services. The Judiciary affirms the importance of protecting the constitutional rights of court participants with limited English proficiency. Guam's local Judiciary system is addressing the range of issues around client servicing and guiding the stepwise development of the current Judiciary's Court Interpreter Program (CIP). The increasing demand for interpreters continue to pressure current practices to formalize a comprehensive CIP program/system sensitive to Guam's diverse clientele and come at the request of the Judiciary.

On March 20, 2008, Maria Connelley, Director, Guam Department of Labor (GDOL) attended the Court Interpreter Pilot Program meeting with the technical team to review the draft Certification Program policy with all stakeholders. The GDOL team will continue to be part of the planning efforts to ensure adequate training options are available train more interpreters. The team plans a pilot training project for this effort.

Present at the meeting were:

- Justice Phillip Carbullido, Supreme Court Justice, Guam
- Rita Edwards, UOG
- Peter Barcinas, UOG
- Bobbie Aguon, Superior Court
- Maria Connelley, GDOL/AHRD
- Doreen Pangelinan, Superior Court

March 25, 2008 – Guam Trades Academy – Board of Director’s Meeting:

Maria Connelley, Director, Guam Department of Labor attended the GCA Monthly meeting to discuss several initiatives to include the Guam Trades Academy activities. The GCA Trades Academy announced several initiatives that have been started:

- Workshops with GDOL on Guam Registered Apprentice Program (GRAP) eligible costs for Gross Receipt Tax Credits
- Contract with GDOL/ARHD for training adult/dislocated workers. Contract provides for tuition and fees for referred participants.
- New location in Barrigada to provide more classes

The CMTF Labor Sub-Committee will continue to partner with Guam Trades Academy to maximize training opportunities for job seekers and Workforce Investment Act participants..

March 26, 2008 – Federal Partnership - Nursing Education Summit:

Background: The U.S. Department of Labor, Employment and Training Administration (USDOL ETA) in partnership with the Center to Champion Nursing in America; U.S. Department of Health & Human Services and the Robert Wood Johnson Foundation are hosting a national Nursing Education Summit in Arlington, Virginia. The summit will provide a forum for state teams to share best practices, consult with experts, learn about innovative strategies, and develop and refine their own plans to effectively expand nursing education capacity. The US Department of Labor is announcing an Education Summit for June 26-27, 2008, and encourages states/territories to identify a team of 10 members. Letter of application due to USDOL ETA on April 18, 2008. Correspondence and information forwarded to Chief of Staff, Carlotta Leon Guerrero, Lt Gov. office for review and recommendations.

March 27, 2008 – Labor Sub-Committee – Human Resources (HR) Group:

HR Group met to discuss ongoing efforts to issue a government wide training needs assessment survey. The results of the survey will assist the HR Group in prioritizing training needs for government employees, in addition to providing Guam Department of Labor and the Agency for Human Resources Development with information necessary to develop the incumbent worker training needs for the Government. The HR Group has also formed a consortium of HR and Safety Managers & Inspectors within the Government of Guam to review and amend policies for the Workers Compensation Commission (WCC). The group is reviewing current administrative rules, and developing a flow process to share with organizations Government wide. The goal is to reduce the number of job-related accidents/illness and fatalities, as well as educate supervisors and managers on WCC processes. Mr. John Angoco, Human Resources

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Manager of the University of Guam and Ms. Joannalynn Fullerton, WCC Administrator, Guam Department of Labor are lead facilitators in this effort.

March 27, 2008 – GDOL meeting with Economist, First Hawaiian Bank

Meeting with Economist Leroy Laney, from the First Hawaiian Bank (Hawaii) and Guam Department of Labor to discuss military buildup and updated labor reports. Mr. Laney continues to issue Economic Forecasts for Guam.

March 27, 2008 – Workforce Transformation Team Meeting

Background: On November 25-28, the Guam Department of Labor (GDOL) created a Guam team of ten to attend the Transformation Forum in Seattle, Washington sponsored by the U.S. Department of Labor, Employment & Training Administration. The purpose of the conference was to discuss ongoing initiatives for workforce development in the context of regional collaboration. The Guam team has been tasked to submit a transformation strategic plan due to USDOL ETA Region VI.

The Guam team has agreed to modify Guam's 2 year Transformation Plans of Work that was approved in June 2007. Five goals will be incorporated into the existing plan to ensure the requirements of regional workforce development approach are met and to coincide with the national strategic direction on workforce transformation.

Guam team has also agreed to extend membership of the transformation team to the Regional Workforce Development Council (RWDC). The RWDC was adopted by the 8th Western Micronesia Chief Executives during the summit in the Commonwealth of the Northern Marianas in November 2007. The transformation team also welcomed the power of e3 partners from education, economic development, and employment.

28 March 2008 – Civilian Military Taskforce (CMTF) meeting on FY10 Budget

The Director of the Bureau of Budget & Management Research (BBMR) facilitated a meeting on March 28, 2008. The CMTF Chairs and support staff met to discuss the submission of FY10 Budget. The budget will be forwarded to the appropriate Federal counterparts for inclusion in their budget appropriations. The Bureau of Budget & Management Research (BBMR) provided technical assistance (TA) on budget development. BBMR explained that Budget forms are in its final draft stages and will be released first week of April. The BBMR team will continue to provide TA to all CMTF sub-committee Chairs. Final budget is due to the CMTF Executive Committee on April 30, 2008.