



Civilian Military Task Force Labor Sub-Committee

Monthly Report - December 2007

**Prepared By:
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The December 2007 report is a culmination of year-end activities relevant to Guam's growth and military buildup. The report will reflect statistical information used to gauge policy direction for Guam's workforce investment system.

02 December 2008 – Disabled Veteran's Outreach Program Grant Application (DVOP):

BACKGROUND: As long as unemployment and underemployment continue as serious problems among disabled veterans and Vietnam-era veterans, alleviating unemployment and underemployment among such veterans is a national responsibility. Because of the special nature of employment and training needs of such veterans and the national responsibility to meet those needs, in March 2005, the U.S. Department of Labor, Veterans' Employment and Training Service (USDOL VETS), San Francisco, Region VI, began the discussion and dialog with the Guam Department of Labor (GDOL) to form a partnership with USDOL VETS. Specifically, USDOL VETS to fund one (1) FTE position to serve eligible veterans in Guam, Commonwealth of the Northern Marianas, Republic of Palau, and the Federated States of Micronesia.

At the recommendation and technical assistance provided by Mr. Tom Rozenswike from the US Dept. of Labor, Veteran's Employment & Training Service, the Guam Dept. of Labor/Agency for Human Resources Development (GDOL/AHRD) technical writing team submitted the DVOP grant application to the US Dept. of Labor, Veteran's Employment and Training Service. The DVOP grant will provide funding to support a dedicated staff position to develop and provide employment and job training opportunities for disabled and other qualified veterans. The program promotes and develops on-the-job training, apprenticeship, and other on-the-job training opportunities in both the private sector and within Federal job training programs. Program provides outreach to veterans through all community agencies and organizations and will also include services to Commonwealth of the Northern Marianas and America Samoa. The grant will be administered by the Guam Dept. of Labor.

Technical Writing Team:

Jessica Cate	GDOL/AHRD
Larry Gamboa	GDOL/AHRD
Cerina Mariano	GDOL/AHRD

04 December 2008 – Regional Innovations Grant (RIG) Application:

BACKGROUND: In April 2007, the U.S. Department of Labor, Employment and Training Administration (USDOL ETA) announced the availability of Regional Innovations Grant (RIG) to state and local workforce investment boards to initiate comprehensive, sustainable, and integrated planning using the Workforce Innovations in Regional Economic Development (WIRED) conceptual framework and principles. The RIG will counteract the effects of events resulting from an economic shock in a region and will prepare workers and businesses to compete and succeed in a global

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economy. During his visit to Guam in October 2007, the Regional Administrator, Richard Trigg, USDOL ETA, San Francisco, Region VI encouraged Guam to submit a RIG application to support the strategic planning efforts for economic growth in anticipation of the military buildup and rebasing activities on Guam.

The Guam Labor Sub-Committee and GDOL/AHRD is currently developing the proposal for the RIG. As Guam prepares for growth and military build up, the technical writing team will incorporate strategies that address a pipeline training initiative designed for local and regional implementation as well as other studies needed to support Labor policy decisions. The RIG grant provides initial funding of 250,000. GDOL/AHRD anticipates submitting the grant proposal before the end of January 2008.

04-06 December 2008 - Civilian Military Taskforce (CMTF) Village Outreach:

The CMTF conducted village outreach sessions to provide community stakeholders with information on the following:

- Subcommittee's Mission Statement
- Subcommittee's Goals & Objectives
- Plans/Timelines, if any
- Accomplishments to date

In addition, the outreach sessions provided a venue for stakeholders to share concerns and make recommendations to the taskforce on Guam's growth and military buildup. Each of the Sub-Committees provided one and one question/answer sessions to capture information directly related to the respective committees. The dates, venue and those who attended on behalf of the Labor Sub-Committee are as follows:

Dec. 4th	Agana Heights
Dec. 5th	Santa Rita
Dec. 6th	Dededo
Maria Connelley	Director, GDOL (CMTF Labor Sub-Committee Chair)
Mary Okada	President, Guam Community College (CMTF Labor Sub-Committee Chair)
Vera Topasna	CMTF Special Projects Coordinator
Joleen Santos	Executive Director, One Stop Career Center
Francis Susuico	Employment Program Administrator, Agency for Human Resources Development

05 December 2007– Guam Registered Apprenticeship Program (GRAP) Public Hearing:

The Guam Registered Apprenticeship Program (GRAP) established by P.L. 28-142, allows employers of indentured apprentices to apply for up to 50% in tax credits for eligible costs associated with training their apprentices, including the apprentice's

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direct wages, fringe benefits, tuition and personal protective equipment that is used to offset the company's GRT owed to GovGuam. 22 GCA §44104 specifies that in the first quarter of each fiscal year the Director of Labor shall conduct a public hearing to receive opinions and recommendations from businesses and the general public to determine which areas need additional professional and skilled technical trade workers

On 6 December 2007, a public hearing was held to discuss the current demand occupations listing and to receive input from businesses, industries, and community on any changes or recommendations to the current GRAP public law. Present at the public hearing were the following:

Maria Connelley	Director, GDOL (Hearing Officer)
James Martinez,	Executive Director, Guam Contractors Association
Herbert Johnston,	Guam Trades Academy
Vera Topasna	CMTF, Special Projects Coordinator
Celine Cruz-Aguilar	Planner, GDOL/AHRD
Phyllis Topasna	Program Coordinator, GDOL/AHRD

10-14 December 2007 – Technical Assistance Training, Korrer, Palau:

Background: In June 2007 the U.S. Department of Labor, Employment and Training Administration (USDOL ETA) San Francisco, Region VI, approved Guam's modified Workforce Investment Act & Wagner Peyser State Plan. The approved State Plan and Transformation Plans of Work transformed and incorporated the Workforce Innovation in Regional Economic Development (WIRED) framework. The WIRED framework supports the development of regional economies, an integrated approach to workforce and economic development and education for Guam and neighboring insular areas: the Commonwealth of Northern Mariana Islands (CNMI), the Republic of Palau, and the Federated States of Micronesia (FSM). To transform the workforce investment system and fulfill Governor Felix Camacho's vision, the approved Transformation Plans of Work listed five overarching goals intended to be transformational. Thus, this technical report describes the alignment and strategic rightsizing transitional, to enhance the One Stop Career Center program delivery and workforce reporting of economic and workforce data for community solutions.

The GDOL/AHRD Management Information Systems Administrator along with the Administrative Services Officer provided technical assistance on the Pacific WIASRD to the Workforce Investment Agency in Palau. As part of regional collaboration

- 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.
- Strengthen Guam's Workforce Investment Governance and

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- Workforce Community Leadership System

As Guam's workforce investment system embarks and faces transformation and growth issues, the need to provide just in time and foster increased coordination for collection and sharing of data becomes critical. Guam's leadership and the community at large require up to the minute and valid data to make informed decisions, requiring GDOL to shift from silo data/survey collection to a more integrated and coordinated effort. Hence, at the request of US DOLETA Region VI, Guam provided technical support to the Palau Workforce Investment Office. The MIS/ASO Administrators continue to provide technical assistance to CNMI and Palau Workforce Investment Agencies on the deployment of a mirrored version of the Guam workforce System. Palau WIA Director and program staff attended the four day training. The following are noted plan of action & milestones for the Palau Workforce system with its full deployment to be led by Guam GDOL MIS Administrator:

- Data Entry of Prior Year 2005/2006 participants
- Data Entry of Career Strategy Plan
- Data Entry of Referral to Activity
- Data Entry of Vouchers

Federal Regional Council (FRC) Meeting, San Francisco:

Background: The FRC is a consortium of seventeen separate federal departments and Agencies representing nearly thirty different program offices in Region IX (Arizona, California, Hawaii, Nevada, and the Pacific Islands) working in partnership to better serve the public. Its goal is to work in coordinated manner to make federal programs more effective and efficient in Region IX. The FRC currently has six committees focused upon broad geographic areas and special populations in the vast expanse of Region IX and one of which is the Outer Pacific Committee.

On 12 December 2007, the GDOL Director, Maria Connelley and Deputy Director, Erica Unpingco, attended the Federal Regional Council meeting in San Francisco. The Director and Deputy provided the council with an overview of Labor activities occurring in Guam covering all divisions of Labor. In addition, the Director reported on the IGIA meeting in DC and the Labor Sub-Committee efforts to address regional collaboration in terms of the Workforce Innovation for Regional Economic Development and in preparation for military increase on Guam.

FRC Membership:

- **Department of Health and Human Services**
 - Health Resources and Services Administration
 - Office of Public Health and Science
 - Administration for Children and Families
 - Administration on Aging

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- Agency for Toxic Substances and Disease Registry
- Food & Drug Administration
- Office of the Regional Director
- Centers for Disease Control
- Health Resources and Services Administration
- Centers for Medicare and Medicaid Services
- Office of Public Health and Science

- Department of Commerce

- Department of Housing and Urban Development
 - Honolulu Field Office

- Department of Homeland Security
 - Federal Emergency Management Agency
- Department of Labor
 - Employment and Training Administration
 - Occupational Safety and Health Administration

- Department of Interior
 - Office of Insular Affairs, Honolulu Field Office
 - Office of Environmental Policy and Compliance

- Department of Education
 - Office of the Secretary

- Department of Agriculture
 - Food and Nutrition Services

- Department of Energy

- Environmental Protection Agency
 - Pacific Insular Area Program

- Department of Transportation
 - Federal Transit Authority

The GDOL Director and Deputy Director had the opportunity to meet Captain John Walmsley, Chair and members of the **Outer Pacific Committee (OPC)**. The Outer Pacific Committee deals with issues related to the three U.S. Flag Territories of Guam, American Samoa and the Commonwealth of the Northern Mariana Islands (CNMI) and the three freely associated states of the Federated States of Micronesia, the Marshall Islands and Palau.

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One of the challenges of the CMTF Health and Human Services Sub-Committee is strengthening workforce capacity of health and human services occupations in Guam and the outer pacific islands.

18-20 December 2007 - Guam Registered Apprenticeship Program (GRAP) Informational Session: In partnership with the Guam Dept. of Labor/AHRD, the Guam Contractor's Association and Guam Trades Academy held an information session for the GRAP. The workshop explained the GRAP program and the benefits to employers and their apprentices. Representatives from the GDOL/AHRD Planning & Fiscal Divisions provided an overview of the administrative rules and financial requirements for submitting reimbursements on the GRAP. The sessions were attended by Training Managers, Human Resources Managers and Accounting Managers from various private/public organizations. The following GDOL/AHRD representatives were present in one of the three sessions that were conducted:

Maria Connelley	Director, Guam Department of Labor (GDOL)
David Dell'Isola	Director, Agency for Human Resources Development(AHRD)
Phyllis Topasna	Planning Division, GDOL/AHRD
Helen Mafnas	Administrative Services Officer, GDOL/AHRD
James Martinez	Guam Contractor's Association
Herbert Johnston	Guam Trades Academy

20 December 2007 – Alien Labor Processing and Certification Division (ALPCD) - Citation Appeals Hearing:

Background: Title 17 of the Guam Administrative Rules (GAR) Chapter 7 §7105(e)(B) stipulates that Temporary Worker shall conspicuously display his/her identification badge at all times during working hours, preferably worn at the collar or breast pocket, but also acceptable at the frontal waistband, sleeve or shirt opening, or attached to the front of the Temporary worker's safety helmet. In accordance with 17 GAR Chapter 7, the Guam Dept. of Labor, ALPCD diligently performs inspections to ensure compliance with the stipulated rules. Violations of these rules may be subject to administrative penalties. On December 20, 2007, the Guam Director of Labor (GDOL) convened an appeals hearing panel to review the citations issued for violations of the Guam Administrative Rules regarding H2B workers. The employers were issued citations for violations associated with proper usage of H2B workers and H2B ID cards. Employers were afforded the opportunity to appeal the citations pursuant to Chapter 17 of the Guam Administrative Rules and Regulations and a panel of three (3) reviewed the case

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and provided its ruling. The following GDOL representatives were present at the hearing:

Maria Connelley	Director, GDOL (Hearing Officer)
Frances Bell	Guam Employment Service – Supervisor (Board member)
Francis Susuico	Employment Program Administrator, AHRD (Board member)
Greg Massey	ALPCD Administrator (Board Advisor)

20 December 2007 – Partnership between GDOL/AHRD and Junior Statesmen Summer School (JSSS):

Background: For more than 67 years, the non-partisan Junior Statesmen Summer School (JSSS) has provided an unparalleled experience for building the statesmen and civic leaders of tomorrow. With programs at four of the most prestigious universities in the world, Georgetown, Yale, Princeton and Stanford, the Junior Statesmen Summer Sessions provide not only an advanced college curriculum, but also the experience of a lifetime for outstanding high school scholars. The JSSS prepares outstanding high school students for leadership:

A Rigorous Curriculum is at the heart of the Summer School. Designed with today's student leaders in mind, the program includes an in-depth introduction to American government, politics and public speaking. Classes meet six days a week, and the collegiate environment stresses substantial reading, research and writing.

Outstanding Faculty recruited from universities around the nation teach at Summer School. Small classes foster intellectual inquiry and the role of professors as mentors. Through lectures, class discussion and group activities, you will explore the challenges of political leadership.

On 20 December, Ms. Christie L. Omengabar, Territorial & Insular Director, Junior Statesmen Foundation, San Mateo, California met with GDOL/AHRD officials to discuss partnership and alliance opportunities. Although the Department of Interior (DOI) provides funding for three (3) Guam Public School System (GPSS) participants, the discussion focused on the alignment of Workforce Investment Act (WIA) funds under the Youth Program funding stream.

The GDOL/AHRD planning/program staff is currently developing the Workforce Investment Act program outline to support funding of ten (10) GPSS participants for JSSS summer 2008.

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