

IV. Agenda for the Summit's Facilitated Dialog Sessions – Industrial Trades

Ground Rules for Dialog

- Everyone gets a fair hearing.
- Seek first to understand, then to be understood.
- Share “air time.”
- If you are offended, say so; and say why.
- You can disagree, but don't personalize it; stick to the issue. No name-calling or stereotyping.
- Speak for yourself, not for others.
- One person speaks at a time.
- What is said in the group stays here, unless everyone agrees to change that.

Phase I. Discovery Phase- (50 minutes) Industrial Trades

1. **Which industries are represented by today's participants?**
 - Guam Contractor's Association, Dept. of Labor, Equipment Rental, Real Estate Developer, Ready Mix Concrete & Manufacturing Products, Human Resource, Guam Community College, Guam Shipyard, General Contractor, Dept. of Land Management
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2. **Which specific trades need a Workforce Development Program?**
 - Automotive mechanics, Diesel Mechanic, Small Engine Mechanic, Body and Fender, Electricians, Heavy equipment Mech. & Operators, Certified Welders, pipe fitters, Ship Fitters, Inside & Outside Machinist, Marine Riggers, Automotive Painters, Painters, Truck Driver safety officer, Sheet metal workers, HVAC Techs, Ironworker, Carpenter, Masonry (Block and Cement), Plumbers, Concrete Tech's, Plasterer, Tile setter, NDT Tech's, Water and sewer treatment plant operators
3. **Which of these should be conducted in the framework of apprenticeship?**
 - Electricians, HVAC Tech's, Certified Welders, Pipe & Ship Fitters, Automotive.....All of the Above
4. **Which trades need upgrading of skills within the current workforce?**
 - More well rounded within their trade
 - Carpenter, Masonry (Block and Cement), Plumbers, Concrete Tech's, Plasterer, Tile setter, Sheet metal workers, Electricians
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5. **Which labor pools need to be considered: High School graduates? High School drop outs? Local adults? Outer island adults? Etc**
 - Recently release Parolees, Displaced workers
 - All considered
6. **What role should various stakeholders take in Workforce Development: Private sector industry? GovGuam Agencies including DOL? Department of Education? Guam Community College? University of Guam? Private educational institutions?**
 - Private sector provides OJT, DOL/AHRD provides funding programs & Enforcement, Education provides different levels teaching, Village Mayor's as referral

- Industrial arts within Middle school
7. Who should take the lead role in developing a Workforce Development plan for our industry?
 - Industry stake holder's, Workforce Investment Board
 - _____
 8. What kinds of reliable data are needed to assemble a Workforce Development plan for our industry?
 - GCC Foundation Survey, Current workforce skills survey, Survey of existing HR, Military 5 year plan, BOP-GovGuam, Bureau of Labor Statistics
 9. What regulatory measures need to be addressed in developing a viable Workforce Development plan for our industry?
 - Existing Laws, Federal Regulation dealing with Construction, H2 regulations, Wage and labor law under DOL, Manpower dev. Funds, FLSA,
 - Enforcement of all the above
 10. Will the plan contemplated require legislative action prior to full implementation?
 - Possible changes to Manpower Development Fund law
 - Privatize MDF
 - Charter Schools to run MDF
 - Tax incentives to employers that offer Apprenticeship program
 11. Where does the money for Workforce Development come from: Federal Government, Local Government? End users of the services being provided? Private sector employers? Trainees? Combination of all the foregoing?
 - Military tuition assistance program
 - Foundations, Non-Profit faith base organization
 - All the above
 12. What obstacles can be anticipated in implementing a Workforce Development plan for our industry?
 - Wage Incentive for journeyman
 - Funding
 - Image, lack of interest, sustainability
 - Disparity in wages with U.S.

Phase II. Dream Phase- (20 minutes) Industrial Trades

Envision what a workforce might be in your in your business or industry. That is, what are the achievable dreams that you have for your business or industry that can be built on the past or current accomplishments?

1. **Setting aside various constraints, define as many models as possible of what the Workforce Development Plan for our industry should look like.**
 - Continuity from Middle school transition to High School To post secondary to apprenticeship. Transferability to employer's.
 - Multi skill workforce at journeyman level
 - School to work program (Federally funded)
 - GED requirement, academic curricula
 - _____

2. **List the three models with greatest potential for success.**
 - Apprenticeship program
 - Fast track current employees to complete program
 - Repair GCC/GCA Model
 - 2+2+2 Model
 - Craftsman Pre-apprenticeship Program
 - _____

3. **Select one model for the next phase.**
 - Combine
 - _____

Phase III. Design Phase- (30 minutes) Industrial Trades

Create a strategy to carry out the dreams that your group has identified in the earlier phase. What can be done to build on the current qualities of the workforce, and what aspects of the workforce need to be strengthened in order to achieve your group's vision and hope for the future?

1. **Produce a strategy for designing the selected Workforce Development Plan. Who are the players?**
 - GCC, GCA, Department of Labor and WIA
 - GHRA, GCOC, Guam Employers Council
 - Employers, Employees
 - _____

2. Define existing intellectual, human and physical resources to be brought into use. Define new or outside resources to be engaged.

- NCCER
- Contren Learning Series (WOL)
- Military and Spouses
- All of above from question 1
- _____
- _____

3. Develop an organizational approach involving all stake holders. Define who is responsible for what.

- GCA Taking Lead
- Apprenticeship advisory committee
- Employers through organization to determine need
- GCC/GCA pursue grant opportunities
- DOL/WIA
- GCA; OJT, Scholarship program
- GCC; Classroom, Quality Curriculum
- Employer Incentives via Legislative mandate
- GEDA QC program
- _____
- _____

4. Develop a budget for the first five years. Devise a phase-in plan that allows the organization to mature over time.

- \$1500 per student @300 per year (\$450,000 annually)
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- _____
- _____

5. Determine which funding sources are available and when. Where does the money for startup and phase-in come from?

- MDF
- Federal- DOL
- Local Tax Incentives program
- Employers
- Employees
- _____
- _____

6. Give the plan a reality check.

- Your strategy:
 - _____
 - _____
 - _____

Doing Phase: Identify the specific steps your group would like to take to put your dreams into action. That is, what innovations or experimentations will your group undertake to reach your shared vision or dreams? (30 minutes)

1. List specific actions needing to be taken.

- GCA to survey employers
- GCC to advertise for adjunct instructor for construction trade
- GCC; Establish advisory committee to prioritize actions and assign timelines (ie; GCA,WIA,GHRA,GCOC)
- Identify all public and private facility for instruction
- Approval of curricula utilizing Contren learning series
- WIA; Identifying funding
- One stop Center for recruitment
- GCA; Implement Craftsman program
- GCA Internal referral
- Maintain skill labor pool
- _____
- _____

2. List obstacles to be overcome.

- Immigration Issues
- Lack of follow thru
- Negative image of construction trade
- Lack of funding support
- Lack of Instructors
- Lack of participation from employers and employees
- Wage inequities
- _____
- _____

3. Develop a step by step process for implementation.

- Advisory committee will set priorities from number 1 above
- Revitalize GCC's plan
- Continue dialogue amongst stake holder's and hold monthly meeting
- _____

