

November 2007, Labor Subcommittee Report

The November 2007 report captures significant activities and regional collaboration relative to the military buildup. The continuous efforts of the sub-committee reflect commitment to prepare and train Guam and the region's workforce for sustainability; enhance collaboration and innovative thinking to simplify processes to improve program delivery; and establish strong relationship and partnership with private sector, local and federal government on workforce planning and development. A critical component to support and sustain these efforts is securing and leveraging additional funding, and establishing strong stewardship for accountability and transparency.

02 November 2007 - Email Communication – Australia/New Zealand– DOI-GDOL

Melinda Lucke from the US Embassy shares issue items with Department of interior officials and Guam Dept. of Labor. Some of the noted concerns/issues come from ANP are as follows:

- • The Guam build-up will require 10,000 - 15,000 skilled workers for construction positions. While these workers will come from the region, it makes the most sense to draw from the Pacific Islands as much as possible. Workers from U.S. territories do not need visa waivers which make it much easier for the government, businesses and workers to process the required documentation.

- • Much of the Pacific Island population does not have adequate training to work in construction positions, and vocational and technical education programs are needed to build their skills. It is anticipated that there will be a need for qualified, certified construction workers, plumbers, and electricians.

- • Due to the overwhelming need and limited regional capacity, numerous vocational/technical programs will need to be developed. The range of these programs will include:

- Local, pre-existing programs, i.e. RMI;
- Pre-established programs that are ramping to accommodate an influx of students with specific training needs, i.e. Guam Community College (GCC);
- Revitalized programs that have been dormant, but that will be able to be brought speed with minimal resources, i.e. possibly FSM;
- Training programs offered in the region, i.e. Australia and New Zealand

- • Overarching objectives for collaboration with Australia/ New Zealand are to

- 1) develop a system/mechanism(s) for training Pacific Islanders through their AID programs and 2) to train students at established technical schools in New Zealand and Australia

05 November 2007 – Guam National Guard and GDOL/AHRD: In April 2006, the GDOL/AHRD entered into a Memorandum of Agreement to conduct a pilot youth project with the National Guard About Face Program. The intent of the pilot was to evaluate the ten (10) WIA youth elements being bundled with one youth service provider as opposed to past awards to several different providers to serve at risk youth. The pilot program satisfied several program elements required by WIA such as mentoring, leadership, tutoring, occupational skills training and support services. The program was deemed successful with representatives from the education board, GWIB and other community members supporting the continuation of the program. On November 5, 2007, Colonel James Montague from GUARNG met with Vera Topasna to discuss future Guard programs with GDOL/AHRD. Col. Montague expressed the GUARNG interest to continue providing support to serve at risk youth and adult dislocated worker programs. The program also provided encouragement for the at-risk students to remain in school. Colonel Montague was also informed of the requirement to competitively announce the WIA programs. The pilot demonstration was a one-time project and all youth proposals will need to be submitted upon release of the 2008 Youth RFP. Vera Topasna informed Col. Montague that the inquiries will be forwarded to management and the planning division for review of availability of funding and youth program requirements.

13 November 2007- USCIS Guam/Guam DOL Andersen Inspections: Mr. Greg Massey, Administrator, Alien Labor Processing & Certification Division, Guam DOL and officers from USCIS Immigration Customs & Enforcement conducted on-site inspections at various Andersen Air Force Base job sites. This partnership reflects on going collaborative efforts to ensure compliance with local and federal labor laws, including occupational safety and health.

13-17 November 2007 - 8TH Western Micronesia Chief Executives Summit: The Chief Executives of the Commonwealth of the Northern Marianas Islands (CNMI), Guam, Yap and republic of Palau held the eighth Western Micronesian Chief Executives Summit in Saipan on November 13-17, 2007. The summit reaffirmed the commitment of each of the participants, on behalf of their people and their governments to establish closer ties, enhance existing ties, expand future discussions and agree on initiatives for the benefit of the entire Micronesian region. The Regional Workforce Development Council was created during the 5th WMCES and charged with the development of initializing strategic goals for year one and two. This includes the following items endorsed by the Chief Executives:

- Alignment of workforce development, vocational education and other training programs, and leveraging of resources;
- Collaboration, integration, and formation of partnerships with the private-sector; and
- Creating and implementation of training programs for demand-driven occupations.

In addition the Chief Executives endorsed the recommendations of the RWDC through a signed resolution as follows:

Conduct Regional Resource/Asset Mapping

- Conduct Military Impact/Workforce Analysis, including the Alignment of funding systems to build leveraging opportunities with regional partners; and
 - Improvement of access to funds through grantsmanship; and
 - Assessment of policy impact of foreign labor
- Develop communication framework for collaboration (Council Administration Center, funding support, staff support, in-kind and administrative cost).
- Develop framework for goals and objectives covering years 1 and 2

Summit Attendees:

- Yap Jesse Salu and Alex YowBlaw
- Pohnpei Jesse Sidney and Grilly Jack
- Palau Josephine Ulengchong
- CNMI Edith DeLeon Guerrero, Jessie Toves, Frank Gibson
- Guam Maria Connelley, Joleen Santos, Mary Okada, Vera Topasna

9th Chief Executives Summit will be held on March 2008 in Palau.

14 November 2007- Guam Department of Labor Submittal of the Workforce Information System Performance Reporting: The Guam Department of Labor/Agency for Human Resources Development submitted its first report under Workforce Investment Streamlined Performance Reporting (WISPR) system. The intent of WISPR is to streamline data collection efforts reflecting performance outcomes in workforce development. The department submitted ahead of the 50 contiguous states and continues to find innovative ways to integrate workforce information that is relevant and accurate.

19 November 2007 - Interagency Group on Insular Areas (IGIA) Washington DC: President Clinton established the Interagency Group on Insular Areas (IGIA) by Executive Order Memorandum on August 9, 1999. The Memorandum states that IGIA shall work with the Secretary of the Interior to identify issues concerning American Samoa, the Commonwealth of the Northern Marianas Islands, Guam and the U.S. Virgin Islands (collectively, "insular areas") and to make recommendations to the President concerning Federal Government policies and programs raising such issues.

Additionally, the IGIA shall consult with the Governors, Delegates to the U.S. House of Representatives and other elected representatives of the insular areas on issues of concern. Furthermore, Executive departments and agencies should coordinate significant decisions and activities related to the insular areas with the IGIA. The IGIA's goal is to improve government-to-government relations and coordination between the federal government and the Governors of the Insular areas by:

Assisting insular areas in achieving sustainable economic growth with the sound management of natural resources; and Improving the general welfare of insular areas (consistent with U.S. indicators)

Maria Connelley, Chair and Mary Okada, Co-Chair of the Civilian Military Task Force (CMTF) Labor Sub-Committee represented Guam at the IGIA meeting on 19 November in Wash. DC. The breakout session for Labor covered an array of issues to include prioritizing training initiatives for the region and funding support. The apprenticeship program and a boot-camp pipeline have been noted as training initiatives. The IGIA Labor/Workforce Workforce Leader, Ms. Erica Cantor, USDOL NEG, reported the following fiscal efforts:

- FY09 \$15 million
- \$10.5M for apprenticeship programs
- \$4.5M for boot camp
- FY10 \$30 million
- \$21M for second year apprenticeship program
- \$4.5M for second year boot camp

- \$5.5 M for additional administrative fees

The next IGIA meeting in Washington DC is scheduled for February 26, 2008.

20 November 2007 – Meeting with Guam Waterworks and GDOL/AHRD: Representatives from GWA met with GDOL/AHRD planning staff to discuss the new apprenticeship training partnership between the two agencies. Items discussed were Workforce Investment Act eligibility, Guam Community College training schedules, and funding levels to support the program. The team committed to immediate processing of candidates to determine WIA funding eligibility. A meeting with GCC to further solidify the training courses is being scheduled. In attendance were:

- Erica Unpingco Deputy Director, GDOL
- Phyllis Topasna Program Coordinator, GDOL/AHRD
- Celine Cruz-Aguilar Planner, GDOL/AHRD
- Vera Topasna SPC Labor Sub-Committee, CMTF GDOL/AHRD
- Ruth Leon Guerrero SPC GDOL/AHRD Planning
- Francis Susuico Employment Program Administrator – GDOL/AHRD
- Ruth Leon Guerrero SPC Fair Employment – Talent Development Cmte.
- Cathy Manglona GWA
- Elaine Cruz GWA
- Frank Roberto GWA
- Telo Taitague Women’s Bureau

20 November 2007 – Meeting with RMI National Training Council: Guam Dept. of Labor/AHRD representatives met with Ms. Marie Maddison from the RMI National Training Council to discuss regional training initiatives to support the military buildup. The council is interested in participating as a member in planning and development for training a regional workforce. Dept. of Labor Director extended an invitation for the group to be part of the five (5) year regional strategic plan. Ms. Marie will continue communications and forward the Council’s strategic plan for review by the Guam team.

In attendance were:

- Erica Perez Deputy Director, GDOL
- Joleen Santos Executive Director One Stop Career Center
- Vera Topasna Special Projects Coordinator – Labor Sub-Committee, CMTF
- Peter Barcinas – University of Guam - Member, Guam Workforce Board

27-29 November 2007 - Transformation Forum, Seattle Washington: The US Department of Labor, Employment and Training Administration sponsored the first Transformation Forum in Seattle, Washington on November 27-29, 2007. The purpose of the Forum is to support the workforce investment system as it develops innovative solutions that connect workforce and economic development with employers, educators and job seekers, and ensure a dynamic pipeline of talent to fuel regional economies. As recommended by Region VI, a team of ten (10) members from the Guam Department of Labor/Agency for Human Resources Development and the Chairman of the Governor’s Workforce Focus Group attended the forum. USDOL ETA placed five focus areas with breakout sessions facilitated by numerous subject matter experts. The following lists the areas of emphasis and Guam representatives who attended:

Workforce System Structure and Governance;

Peter Barcinas/Jessica Cate

Understanding the Talent Pool;

Maria Connelley/Francis Susuico

Diversification of Workforce Funding

Helen Mafnas/Jaime Rodriguez

Service Delivery Strategies for One-Stop Career Center;

Joleen Santos/Dr. Ray Somera

Change Management

David Dell’Isola/Vera Topasna

Expected deliverable from Guam by USDOL ETA:

• Transformation plan (90 day) timeline (Feb 22, 2008)

Guam Technical Team

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