



Civilian Military Task Force Labor Sub-Committee

Monthly Report - August 2007

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Guam Department of Labor Right Sizing Strategies for Growth

For the past few years, the Guam Department of Labor (GDOL) has consistently and purposefully began cultivating right sizing strategies and posturing for growth. GDOL continues to navigate the many local, regional, and national federal partners to align Guam's workforce agenda, especially at a time of critical review for embracing Guam's position for population growth and economic expansion due to the military's global repositioning in the Pacific Theater.

30 August 2007: Human Resources Group, Talent Development Subcommittee Meeting - GDOL/AHRD officials met with members of the Talent Development Subcommittee to formalize action items to begin the talent development initiatives. The committee is tasked with assisting other departments with identifying personnel and their training needs. The talent development concept under the Workforce Investment Act is to provide training opportunities with post secondary institutions and in information technology. The talent development concept encompasses the lifelong learning strategy to keep pace with the changing workforce dynamics and the need for employees to become more skilled and competitive. Several training strategies were introduced by the GDOL Director such as the Apprenticeship program, supervisory training and computer training.

The talent development committee will meet once a month and will begin reviewing the talent development initiative to identify employers, training needs and training schedule. Discussion included the re-establishment of the Guam Joint Training Board (GJTB). Through the GJTB, the committee will officially be guided by their recommendations.

Present at the meeting include:

- Maria Connelley, GDOL
- Vera Topasna, GDOL/AHRD
- Lisa Nathan, GPSS
- Ray Lizama, GPSS
- Patrick Artero, DOA
- Therese Roberto, UOG
- Therese Siguenza, GPSS

29 August 2007: Meeting with Social Security Administration (SSA) - Background: SSA is an independent agency of the United States government established by law currently codified at 42 U.S.C. § 901. The SSA manages the United States social insurance program, consisting of retirement, disability, and survivors' benefits. To qualify for these benefits, most American workers pay Social Security taxes on their earnings; future benefits are based on the employees' contributions. The District Manager for the SSA Guam Office is Mr. Dennis Clarkson.

Guam Department of Labor Right Sizing Strategies for Growth

The Alien Labor Processing & Certification Division (ALPCD) Administrator, Greg Massey, and GDOL Director, Maria Connelley met with the Guam SSA District Manager, Dennis Clarkson. The purpose of the meeting was to establish and better align relationship with SSA to improve employment processing of employees under the H-2B program.

Specifically, all employees under the H-2B Visa Program are required to report to the SSA District Office no earlier than 10 days after employment I-94s are processed by the Immigration Office. All employees irrespective of citizenship status are eligible to apply for social security benefits. Although the District Office is able to manage the anticipated volume of H-2B workers, it was agreed that the Guam Department of Labor (GDOL) notify the SSA District Office when large groups of new hires are being processed so they could be prepared to handle the logistics.

Shortly after the meeting, Mr. Clarkson took the group on a tour of the facility located at Harmon.

23-24 August 2007: JGPO and NAVFAC Industry Forum - Directed by the Department of Defense to establish a Joint Guam Program Office (JGPO), the Executive Director, Major General (Retired) Bice role and responsibilities include the following: Program oversight and management; strategic policy development; synchronize and coordinate efforts; liaison to internal and external organizations; NEPA/EIS Action Proponent; and implementation of Joint Base concepts.

The Industry Forum attracted over 1,000 local and off-island business to hear about the military buildup on Guam. Of the \$15 billion military buildup over the next 10 years, the biggest cost- \$10 billion – involves the relocation of 8,000 Marines and about 9,000 of their dependents from Okinawa to Guam

It is anticipated Guam will change:

- 171,000 Current Guam population
- 14,000 Current military population
- 40,000 Future military population on Guam

Military and other federal government representatives and local government of Guam officials made presentations at the 2-day Industry Forum to encourage small business participation in the military buildup. The following Civilian Military Task Force Subcommittees presented at the forum

- Infrastructure Committee (Larry Perez, Joaquin Flores; John Benavente; Simon Sanchez)
- GEDCA (Tony Blaz and Claire Cruz; Internal Revenue & Taxation (Larry Terlaje, George Cruz; Ms. Patricia Cruz and Ms. Antoinette Donato)

Guam Department of Labor Right Sizing Strategies for Growth

- Port Authority of Guam (Ken Tagawa) and Guam International Airport Authority (Jesse Torres)
- Labor (Maria Connelley)

22 August 2007: NAVFAC COMMAND LABOR ADVISOR MEETING - Background: The Naval Facilities Engineering Command (NAVFAC) is the Navy's real estate and construction agent. It also is responsible for most of the Navy's shore-side environmental and conservation program. NAVFAC provides facilities construction and operation and maintenance services; environmental services encompassing environmental planning, compliance, cleanup, pollution prevention, and cultural and natural resources; base realignment and closure (BRAC) services; acquisition, management and disposal of real property outside of BRAC; public utility services; acquisition and maintenance of military family housing; procurement of construction and transportation equipment; and oceanographic engineering services.

Ms. Kimberly Hussey, NAVFAC Command Labor Advisor, Washington DC and Ms. Flora Pang, Pacific Engineering Division, Pearl Harbor, Hawaii, met with members of the Guam Workforce Investment Board (GWIB); Civilian Military Task Force Labor Subcommittee; and HR Group representatives from line and autonomous agencies. The purpose of the meeting was to brief those involved in the workforce agenda (local and regional) of the purpose of the military's industry forum during the acquisition process. Ms. Hussey and Ms. Pang took questions from the audience.

Present at the meeting with Ms. Hussey and Ms. Pang were:

- Peter Gill, GWIB
- Lorraine Okada, GWIB
- Maria Connelley, GDOL
- Erica Unpingco, GDOL
- Francine Roccio, Port Authority of Guam
- Frances Arriola, Port Authority of Guam
- Joleen Santos, GDOL
- Peter Barcinas, University of Guam
- Christopher Duenas, Department of Youth Affairs
- James Martinez, Guam Contractor's Association
- Karri Perez, Society for Human Resources Management
- Marie Camacho, Guam Shipyard
- David Okada, University of Guam
- Mary Okada, Guam Community College
- V. Helen Mafnas, GDOL/AHRD
- Jessica Cate, GDOL/AHRD
- Ruth Leon Guerrero, GDOL/AHRD
- Celine Cruz-Aguilar, GDOL/AHRD
- Vera Topasna, GDOL/AHRD

Guam Department of Labor Right Sizing Strategies for Growth

- Greg Massey, GDOL
- Julie Quinata, Guam Power Authority
- Donna Lujan, Guam Power Authority
- Patrick Perez, Guam Legislature
- John Angoco, University of Guam
- Catalina Cruz, GDOL
- Francis Susuico, AHRD
- Geraldine Tainatongo, Guam Memorial Hospital Authority
- Vicky San Nicolas, Guam Memorial Hospital Authority
- Ray Lizama, Guam Public School System
- Cecilia Martinez, Department of Administration
- Francis Flisco, Department of Administration
- Rose Cruz, Department of Administration
- Elaine Aguon, GDOL/AHRD
- Bert Johnston, GCA Trades Academy
- Frank Diaz, Guam Waterworks Authority

15 August 2007: Courtesy Visit with Mary Okada, President, Guam Community College (GCC) - The Director, GDOL met with GCC President Mary Okada to discuss workforce development and training initiatives with the college. Discussions focused on leveraging of resources, multiple funding streams for registered apprenticeship, and creating partnership with public and private sectors for OJT and on-site work experience for participants.

15 August 2007: Phillipine Consulate - GDOL/AHRD officials met with Bayani Mercado, Consul General of the Philippines to discuss efforts to continue aligning and strengthening relationships with the Consulate on the recruitment of skilled workers.

Copies of the Guam Workforce Investment Act and Wagner-Peyser State Plan – Plans of Work; latest issue of the Occupational Estimates Survey, Current Employment Report and Handout on Grants to the Outer Pacific for FY2006 were provided to Consul General Mercado.

Present at the meeting with Consul General Mercado include:

- Raquel Rayel-Solano, Consul
- Maria Connelley, Director – GDOL
- David Dell'Isola, Acting Director - AHRD
- Joleen Santos, Executive Director - One-Stop Career Center, GDOL
- Greg Massey, Administrator – ALPCD/GDOL

14 August 2007: Background: Immigration and Customs Enforcement (ICE) is the largest investigative arm of the United States Department of Homeland Security (DHS) and is responsible for identifying and dismantling vulnerabilities regarding the nation's

Guam Department of Labor Right Sizing Strategies for Growth

border, economic, transportation and infrastructure security. ICE is charged with the enforcement of over 400 federal statutes within the United States and maintains attaches at major U.S. embassies overseas. As such, ICE Special Agents arguably possess the broadest investigative authority within the United States Government.

The stated mission of ICE is to protect America and uphold public safety by targeting the people, money and materials that support terrorist and criminal activities. The motto of ICE is "Integrity, **C**ourage, and **E**xcellence".

On Guam, the Resident Agent in Charge, ICE is Robert Roberson. On 14 August 2007, the Alien Labor Processing and Certification Division (ALPCD) Administrator, Greg Massey, Labor Law Specialist, Frances (Pinky) Hills, and GDOL Director met with Resident in Charge Roberson and 10 enforcement representatives from various federal agencies housed at the First Hawaiian Bank. Specifically, the purpose of the meet was to establish and better align relationship with ICE to improve and enhance the department's regulatory compliance and enforcement. Also present at the meeting were FBI Resident Agent in Charge, William Kline; and representatives from the Air force OIS; Army CI; and Navy CI.

The discussions touched on a wide range of issues to include: military expansion; the Joint Guam Program Office Industry Forum; increased of temporary foreign workers under the H-2B Visa Program; accessibility of projects inside military bases for worker inspections purposes; and GDOL inspection and enforcement powers based on local government and federal statutes.

Discussed at length was the opportunity for federal enforcement officials to partner with GDOL when conducting unannounced field inspections at construction work sites or business premises.

Present at the meeting with GDOL representatives included:

- Robert Roberson, Resident Agent in Charge, ICE
- Emmett Morgan, DOD
- Tien Chen, DOD
- William Kline, FBI
- Perryn Collier, FBI
- William Rafter, Air Force, OSI
- Larry Lamdert, Army CI
- Don Trainer, Navy CIS
- Richard Flores, ICE
- Erfel Matanguihan, ICE

Guam Department of Labor Right Sizing Strategies for Growth

It was agreed it was a business necessity to start the dialog, network, and collaborate with local and federal law enforcement community to pool data, information, and resources in preparation of the anticipated increased presence of temporary foreign workers due to the military buildup on Guam.

GDOL agreed to continue providing the ALPCD Monthly Report to all hands at the meeting. The ALPCD Monthly Report lists all employers by name, addresses, telephone contacts, and H-2B employees by name and occupation, etc.

9 August 2007: FSM National Government – GDOL/AHRD officials met with several members of the FSM National Government to include Jesse Sidney, John Tiegmai and Grilly Jack. In line with USDOL's Workforce Innovation in Regional Economic Development (WIRED) framework, discussion focused on efforts to continue aligning and strengthening relationship within the Pacific Jurisdiction.

Copies of the Guam Workforce Investment Act and Wagner-Peyser State Plan – Plans of Work; latest issue of the Occupational Estimates Survey, Current Employment Report and Handout on Grants to the Outer Pacific for FY2006 were provided to Mr. Sidney, Mr. Tiegmai and Mr. Jack.

Present at the meeting with Mr. Sidney, Mr. Tiegmai, and Mr. Jack included:

- Maria Connelley, Director – GDOL
- Joleen Santos, Executive Director - One-Stop Career Center, GDOL

2 August 2007: IGIA MEETING IN WASHINGTON, DC - On 2 August 2007, the Office of Insular Affairs and Assistant Secretary of the Navy convened a IGIA meeting and 5 break out sessions. The purpose of the sessions was to identify likely challenges that will arise as a result of the pending buildup of U.S. military forces in the territory of Guam.

Agencies/organizations invited to the 2 August meeting included:

- Department of the Interior
- Department of Defense
- Environmental Protection Agency
- Department of Energy
- Department of Education
- Department of Labor
- Department of Health and Human Services
- Department of Housing and Urban Development
- Department of Homeland Security
- Department of State
- Department of Transportation
- Department of the Treasury

Guam Department of Labor Right Sizing Strategies for Growth

- Department of Justice
- Department of Veterans Affairs
- Small Business Administration
- Office of Management and Budget
- White House Council of Economic Advisors
- Government Accountability Office
- Government of Guam
- Congresswoman Madeleine Z. Bordallo (Guam)
- Staff of the House Subcommittee on Insular Affairs

Government of Guam representatives Maria Connelley, Director, Guam Department of Labor (GDOL) and Mary Okada, President, Guam Community College (GCC) attended Breakout session B: **Labor/Workforce policy/resource requirement issues**. Other attendees from the following federal agencies participated in the breakout session:

- Department of State
- U.S. Customs and Immigration Service
- Social Security Administration
- Office of Management and Budget
- Government Accountability Office
- Department of Navy - Navy Facilities Engineering Command
- Department of Interior
- Department of Health and Human Services
- Department of Defense - Joint Guam Program Office

Labor/Workforce - Topics:

- Meeting the labor demand (estimated 10,000 – 15,000 workers for buildup)
- Immigration regulations, policies and processes
- Training and developing a skilled workforce
- Security and social services for guest population
- Provide labor/training opportunities for the Pacific state (i.e. Freely Associated States)

After the introductory portion at the onset, work group members focused on immigration issues and centered on the H-2B Visa Program and Guam's policies and procedures. Guam delegates provided copies of the Transformation – Strategic Plans of Work (Workforce Investment System WIA & Wagner-Peyser State Plan) and a recruitment flow process chart for temporary employment of foreign workers under the H-2B Visa Program.

Based on past performance, Guam has demonstrated years of experience in administering the H-2B Visa Program and registered apprenticeship program. Therefore, Guam has the capacity and is poised to import foreign workers and train the local workforce for professional occupations and industrial skills trades. However, there

Guam Department of Labor Right Sizing Strategies for Growth

are special and unique issues arising from its remote location. The Guam Department of Labor (and other stakeholders i.e. education community; human and health services) needs federal funds and resources to prepare for the projected military buildup as delineated in the Guam Integrated Military Development Plan and other announced increased in U.S. military missions.

The Labor/Workforce group unanimously agreed to have Ms. Erica Cantor, USDOL representative serve as the group Leader. The group agreed and scheduled its next meeting on 6 September. (Note: Ms. Cantor was not present at the Labor/Workforce breakout session).

1 August 2007: Workshop on “Developing an Apprenticeship Program” - In concert with the Guam Department of Labor and the HR Consortium, the Guam Power Authority conducted a workshop for government of Guam agencies interested in developing an apprenticeship program. The presentation focused on determining needs i.e. Attrition rates, Skill Gaps, Occupations in need of apprentices, Age requirements and tests required. In addition, discussion focused on the requirements as a sponsor of the apprenticeship program. The workshop also included a presentation from GCC's Apprenticeship Coordinator, Mr. George Santos to discuss GCC's role in the program.

Copies of the Hawaii-Pacific Apprenticeship Handbook, Apprenticeship Standards Development Guide, Qualifications and Selection Procedures, Affirmative Action Plan, Sponsor Registration Forms and Employer Acceptance Agreement were provided to all workshop participants.

Participants at the workshop included representatives from the following departments and agencies:

- Guam Department of Labor/Agency for Human Resources Development
- University of Guam
- Port Authority of Guam
- Guam Waterworks Authority
- Department of Administration
- Guam Memorial Hospital Authority

25 July 2007: Meeting with H2-B Employers – GDOL/AHRD officials met with several H2-B Employers to provide information on various WIA programs that are available to employers such as Limited Internship and On-the-Job Training activities. Discussion focused on efforts to increase Guam's construction industry labor pool by leveraging WIA dollars.

Program Brochures, Pre-Award Surveys, Documentation Checklists, and Sample OJT Contracts were distributed to all employers.

Guam Department of Labor Right Sizing Strategies for Growth

Present at the meeting with GDOL/AHRD included:

- Maria Connelley, Director - GDOL
- Francis Susuico, Employment Program Administrator - AHRD
- Greg Massey, Administrator – ALPCD/GDOL
- Angela Tydingco, Prevailing Wage Determination Section Head – ALPCD/GDOL
- Celine Cruz-Aguilar, Planner – GDOL/AHRD
- Fran Bell, Employment Development Supervisor – GES/GDOL
- 5M
- Hy's Steakhouse
- Ace Builders
- Korando Corporation
- Bascon Corporation
- L.A. Painting and Construction
- Base Corporation
- Mariana's Linen Supply
- Beacon Corporation
- M.D. Crisostomo, Inc.
- Ella Builders
- Orion Construction
- Guam Construction Company
- Sheraton Laguna Guam Resort
- Inland Builders Corporation