



american**job**center  
**GUAM**

# PY2023

## WORKFORCE INNOVATION

## AND

## OPPORTUNITY ACT

### Annual Report Narrative

hire**guam**★.com

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**Mailing Address:** P.O. Box 9970 • Tamuning, Guam 96931

**Phone:** (671) 475-7000/1 • **Fax:** (671) 475-6811

**Websites:** [dol.guam.gov](http://dol.guam.gov) • [hireguam.com](http://hireguam.com)

## EXECUTIVE SUMMARY

Guam’s priority is a paragon of determination to recover from the COVID-19 Pandemic and other economic disruptions that have lingered. Economic solutions are constantly being addressed for continued recovery for industry sectors which suffered significantly such as tourism, and introducing new sectors as well so that Guam’s economy will once again flourish and be healthy.

From a global perspective, Guam relies on 3 primary revenue sources, tourism being one of them, and federal expenditures associated with the military buildup as well as the influx of major, widespread construction. A lot of projects have been awarded to both local and off-island firms. There are still some Mawar related post typhoon projects that need to be worked on. New industries are being introduced such as advanced technology with the BEAD (Broadband) project and additive manufacturing. The apprenticeship training program at the department is reliable and we need to strengthen our economy and provide economic opportunities.

The Guam Department of Labor (GDOL) is committed to improve and expand on the Workforce Innovation and Opportunity Act (WIOA) delivery of programs and services available at the only comprehensive location on Guam, the American Job Center (AJC). Economic issues facing Guam include workforce development, education, and healthcare. Core partner relations are ongoing with WIOA Title I and III programs enhancement for increased job training and services constantly being updated to be readily available to job seekers and employers in need of career and business services. What’s really needed is engaging economic development with workforce development and involve the AJC One-Stop delivery system to be utilized with in-demand jobs and creating new jobs.

Workforce development is foremost in these changing economic times affecting Guam. With the right collaboration for both public and private partnership achievements, the island’s economy will be the forefront of dialogues taking place, aligned with the department’s goal to uphold the quality of life and the standard of living for all island residents.

### Bureau of Labor Statistics (BLS) Quarterly Report on Unemployment

The [Unemployment Rate in Guam for September 2023](#) was 4.1 percent, an increase of 0.1 percentage points from the June 2023 figure of 4.0 percent, and a reduction of 0.3 percentage points from the September 2022 figure one year earlier of 4.4 percent.

<b>Employment</b>	<b>Jun 2023</b>	<b>Sep 2023</b>	<b>Dec 2023</b>	<b>Mar 2024</b>	<b>Jun 2024</b>	<b>Percent Change (One Year)</b>
<i>Private Sector</i>	49,190	50,370	51,180	51,800	51,620	4.9%
<i>Federal Government</i>	4,110	4,110	4,030	3,930	3,990	-2.9%
<i>Government of Guam</i>	11,590	12,040	12,000	12,130	11,950	3.1%
<b>Total Employment</b>	<b>64,890</b>	<b>66,520</b>	<b>67,210</b>	<b>67,860</b>	<b>67,560</b>	<b>4.1%</b>

<b>Weekly Earnings</b>	<b>Jun 2023</b>	<b>Sep 2023</b>	<b>Dec 2023</b>	<b>Mar 2024</b>	<b>Jun 2024</b>	<b>Percent Change (One Year)</b>
Private Sector Non-supervisory	\$663.70	\$690.56	\$703.54	\$710.56	\$712.97	7.4%
GovGuam-All Branches	\$1,243.76	\$1,250.33	\$1,233.48	\$1,233.08	\$1,229.05	-1.2%

  

<b>Unemployment Rate</b>	<b>Sep 2022</b>	<b>Dec 2022</b>	<b>Mar 2023</b>	<b>Jun 2023</b>	<b>Sep 2023</b>	<b>Change (One Year)</b>
	4.4%	4.0%	4.3%	4.0	4.1	-0.3

**PY2023 PERFORMANCE DATA ON CORE AND CUSTOMER SATISFACTION MEANSURES**

<b>Which type of user best describes you?</b>		
<b>Answer</b>	<b>Number of Times Answered</b>	<b>Percent of Times Answered</b>
<a href="#">Youth (18 years old or less)</a>	1	7.7%
<a href="#">Jobseeker</a>	9	69.2%
<a href="#">Other</a>	3	23.1%
<b>Total: 13</b>		

<b>Indicate the primary purpose for which you will be using this information</b>		
<b>Answer</b>	<b>Number of Times Answered</b>	<b>Percent of Times Answered</b>
<a href="#">Job Search</a>	7	53.8%
<a href="#">Locate education or training providers</a>	1	7.7%
<a href="#">Just looking around</a>	2	15.4%
<a href="#">Employer looking for candidates</a>	1	7.7%
<a href="#">Other</a>	2	15.4%
<b>Total: 13</b>		

<b>It was easy to find information</b>		
<b>Answer</b>	<b>Number of Times Answered</b>	<b>Percent of Times Answered</b>
<a href="#">Strongly Agree</a>	3	23.1%
<a href="#">Agree</a>	8	61.5%
<a href="#">Neither Agree or Disagree</a>	2	15.4%
<b>Total: 13</b>		

<b>The data was easy to understand</b>		
<b>Answer</b>	<b>Number of Times Answered</b>	<b>Percent of Times Answered</b>
<a href="#">Strongly Agree</a>	3	23.1%
<a href="#">Agree</a>	7	53.8%
<a href="#">Neither Agree or Disagree</a>	3	23.1%
<b>Total: 13</b>		

The data met my needs		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">Strongly Agree</a>	2	15.4%
<a href="#">Agree</a>	9	69.2%
<a href="#">Neither Agree or Disagree</a>	2	15.4%
		<b>Total: 13</b>

Overall, how would you rate your visit with this website?		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">Excellent</a>	5	38.5%
<a href="#">Good</a>	4	30.8%
<a href="#">Fair</a>	2	15.4%

Overall, how would you rate your visit with this website?		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">No Opinion</a>	2	15.4%
		<b>Total: 13</b>

## RESEARCH AND EVALUATION

The Guam Department of Labor Director was invited to partake of the Evaluation Peer Learning Cohort for state workforce programs on September 11, 2024 from an invite with the U.S. Department of Labor, ETA. This is a technical assistance (TA) opportunity for Guam to participate in the 2024 EvalPLC to support our American Job Center (AJC) workforce development staff with evaluation-related training, planning, research and implementation of our WIOA Title I and III programs. The Evaluation forum is really about building capacity with the programs staff and resources.

Guam was considered and included in this *first time* opportunity to learn how to conduct evaluation readiness assessment and evaluation design and implementation. A capstone project is also included in this training process where components of evaluation plans and technical support is provided to improve building evaluation capacity.

Guam has been accepted to participate in the 2024 Evaluation Peer Learning Cohort webinars, etc. The first session was October 25, 2024 at 500am.

## NEGOTIATED TARGETS FOR PY2023 FOR WIOA Title I and Title III PROGRAMS

Program(s) Negotiated Performance Levels	PY2023	PY2023
	Negotiated	Actual
WIOA Title I - Adult		
Employment 2nd Quarter after Exit	56%	53.7%
Employment 4th Quarter after Exit	51%	57.6%

Median earnings 2nd Quarter after Exit	\$6,152.00	\$6,240.00
Credential Attainment Rate	70%	73.5%
Measurable Skills Gain	73.00%	86.4%
<b>WIOA Title I - Dislocated Worker</b>		
Employment 2nd quarter after exit	71%%	62.8%
Employment 4th quarter exit	60%%	71.8%
Median earnings 2nd quarter after exit	\$8,000	\$5,543
Credential attainment rate	70%	83.3%
Measurable Skills Gain	70%	50%
<b>WIOA Title I - Youth</b>		
Education, training, or employment 2nd quarter after exit	65.0%	38.9%
Education, training, or employment 4th quarter after exit	60%	36.4%
Median Earnings 2nd Quarter after Exit	\$5,200	\$4,509
Credential attainment rate	65%	20%
Measurable Skill Gains	65.0%	88.3%
<b>WIOA Title III- Wagner-Peyser Employment Services</b>		
Employment 2nd quarter after exit	67%	41.9%
Employment 4th quarter after exit	64%	43.6%
Median earnings 2nd quarter after exit	\$7,400	\$5,200

## YOUTH Credential Attainment Negotiated Performance Measures for WIOA Youth

The table below illustrates the Guam WIOA Youth participants and outcomes.

Statewide Performance Report		Certified in WIPS: 9/29/2024 6:52 PM EDT			
PROGRAM WIOA Youth		TITLE (select one):			
STATE: Guam	Title I Local Area:	<input type="checkbox"/> Title I Adult	<input type="checkbox"/> Title II Adult Education	<input type="checkbox"/>	<input type="checkbox"/>
REPORTING PERIOD COVERED (Required for current and three preceding years.)		<input type="checkbox"/> Title I Dislocated Worker	<input type="checkbox"/> Title III Wagner-Peyser	<input type="checkbox"/>	<input type="checkbox"/>
From ( mm/dd/yyyy ): 7/1/2023 To ( mm/dd/yyyy ): 6/30/2024		<input checked="" type="checkbox"/> Title I Youth	<input type="checkbox"/> Title IV Vocational Rehabilitation	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/> Title I and Title III combined			

SUMMARY INFORMATION													
Service	Participants Served Cohort Period:	Participants Exited Cohort Period:	Funds Expended Cohort Period:	Cost Per Participant Served Cohort Period:									
Career Services	194	60	\$723,340	\$3,729									
Training Services	110	18	\$617,062	\$5,610									
Percent training-related employment <sup>1</sup> :		Percent enrolled in more than one core program:			Percent Admin Expended:								
33.3%		100.0%			10.0%								
BY PARTICIPANT CHARACTERISTICS													
	Total Participants Served Cohort Period:	Total Participants Exited Cohort Period:		Youth Employment/Education/ Training Rate (Q2) Cohort Period:		Youth Employment/Education/ Training Rate (Q4) Cohort Period:		Median Earnings Cohort Period:	Credential Rate <sup>3</sup> (Cohort Period:		Measurable Skill Gains <sup>3</sup> Cohort Period:		
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate	
Total Statewide	194	60	Negotiated Targets		65.0%		60.0%	\$5,200		65.0%		65.0%	
			Actual	14	38.9%	8	36.4%	\$4,509	1	20.0%	158	88.3%	
Sex	Female	98	31		8	38.1%	6	50.0%	\$3,588	0	0.0%	77	86.5%
	Male	95	29		6	40.0%	2	20.0%	\$5,162	1	25.0%	81	90.0%
Age	< 16	4	0		0		0		0		4	100.0%	
	16 - 18	170	51		7	38.9%	2	33.3%	\$3,568	0	0.0%	150	92.6%
	19 - 24	20	9		7	38.9%	6	37.5%	\$4,810	1	33.3%	4	30.8%
	25 - 44	0	0		0		0		0		0		

<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

### Public Burden Statement (1205-ONEW)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondent's reply to these reporting requirements is mandatory (Workforce Innovation and Opportunity Act, Section 116). Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate to the Office of Policy Development and Research • U.S. Department of Labor • Room N-5641 • 200 Constitution Ave., NW, • Washington, DC • 20210. Do NOT send the completed application to this address.

**Programs Summary Report**  
**State Region: State Region 1/LWDB – GUAM**  
**Date Range: 7/1/2023 to 6/30/2024**

**PY2023 AJC Orientation**

Month	Jul23	Aug23	Sep23	Oct23	Nov23	Dec23	Jan24	Feb24	Mar24	Apr24	May24	Jun24
Total	106	94	205	49	76	48	44	59	39	29	27	70

Grand Total = 846

Category	Total
WP - Total Participations	951
WP - Total Active Cases	542
WP - Total Exited Cases	409
WP - Total Cases in Follow Up Services	887
WP - Total Cases with Entered Employment	65
WIOA - Total Participations	599
WIOA - Total Active Cases	359
WIOA - Total Exited Cases	240
WIOA - Total Cases in Follow Up Services	315
WIOA - Total Cases with Entered Employment	77
WIOA - Total Cases with Training Related Employment	15
Total Employers Served	304
Category	Total

**PY2023 PERFORMANCE ACCOUNTABILITY WITY WIOA PARTNERS  
OUTREACH EVENTS AND ACTIVITIES**

09/20/2023	Presentation for Hiring Our Heroes- Military Spouse Professionals Network
9/29/2023	DPHSS requests AJC presentation on programs and services
10/28/2023	AJC presentation on programs and services for residents from Guam Housing & Urban Development Authority residents
11/04/2023	For the GUARNG Service Members & their Families: To promote the well-being of Deploying Service Members and their families by connecting them to resources throughout and beyond the deployment cycle.
11/09/2023	College & Career Night Family Roadmap
1/26/24	Point In Time Homeless Count

2/8/24	Simon Sanchez High School Career Fair- In School Youth Outreach
2/9/24	Southern High School Outreach Fair
2/23/24	Inarajan Middle School Focus on the Future Fair 2024
2/24/24	Jose Rios Middle School C.A.R.E.S Outreach Event
2/24/24	Guam National Guard Yellow Ribbon Event
2/29/24	Oceanview Middle School Career Fair
3/15/24	Second Annual Job Fair: Let's Get Employed
3/20/24	AJC/DISID-DVR Cross Training
3/25/24	WIOA Youth programs
4/10/2024	DOE Educational Support & Community Learning (ESCL) SCCE Project Annual Regional Parent Information Workshop
4/26/24	2024 Passport to Services
5/5/24	Guam National Guard Employment Fair
6/15/24	AJC presentation on programs and services

**NOTE:** During PY23, the AJC participated in community outreach events, Department of Education career fairs for In School Youth (ISY), National Guard pre/post deployment, Guam Housing & Urban Renewal Authority residents, Department of Youth Affairs, Point in Time Homeless Count and job fairs to promote AJC Programs & Services

**COMMON EXIT POLICY**

The Guam Department of Labor (GDOL) continues to update and revise American Job Center (AJC) policies inclusive of the Common Exit policy AJC-012 to ensure a more effective integrated service delivery system. The department implemented and revised the Common Exit Policy to promote service delivery that focuses on custom needs, where specific programs serve to fund required services. The purpose of this Common Exit policy is to provide American Job Center (AJC) staff with guidance for job seekers who require assistance at the AJC as well as participants of the WIOA programs and related processes.

**Definitions**

**Common Exit** occurs when a participant, enrolled in multiple partner programs, has not received services from any DOL-administered program in which the participant is enrolled to which the common exit policy applies, for at least 90 days, and no future services are planned.

**Common exit will occur when:**

- No participatory services from any programs included in common exit policy are received within 90 days; and
- No other services are keyed that prevent a system soft exit, such as Planned Gap or Good Cause



### Common Exit Process

- A participant enrolled in multiple DOL-administered programs is exited only when all exit criteria are met for all programs included in the common exit policy.

### Participatory Services

- Staff closure of the *Program Detail* screen or screens does not impact common exit of participants. The *Program Detail* exit information is used to show that a participant has completed an individual program, but actual exit is based on the last participatory service provided to a participant. Participatory services identified in the Service Matrix include:
  - Training services;
  - Individualized career services;
  - Staff-assisted basic career services; and
  - Youth program elements

Common exit applies to all programs listed below in which a participant is concurrently enrolled. Enrollment in applicable programs does not need to occur on the same date for common exit to apply. The following programs are included in the HireGuam common exit process:

- ▶ **WIOA Core Programs**
  - Adult/Dislocated Worker/Youth
  - Wagner-Peyser Employment Service
- ▶ **Other DOL-administered programs**
  - Senior community Service Employment Program (SCSEP)
  - Jobs for Veterans State Grant (JVSG)
  - Registered Apprenticeship
  - National Dislocated Worker Grant
- ▶ **Non-DOL-administered programs:**
  - Temporary Assistance for Needy Families (TANF) funded programs
  - Supplemental Nutrition Assistance Program Employment and Training (SNAPE&T)

### Policy Statement

The Guam Workforce Development Board (GWDB) shall ensure that the AJC staff implements the common exit process.

- ▶ **HireGuam Data Entry Notice**
  - **AJC Staff** must enter Exit Date and Exit Reason and close a Program Detail for the program or programs in HireGuam.com when no further services are planned for a participant.
  - **AJC Staff** shall not enter Planned Gap in services unless the participant is scheduled to return for specific services on a specific date.
  - **The Guam Workforce Development Board (GWDB)** must ensure that AJC staff do

not manually close participant Period of Participation (POP) in HireGuam.com. Exit will automatically be applied to participants in HireGuam.com following 90 consecutive days without a participatory service.

### **Related Policy Information**

**TEGL 14-18**, "Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor (DOL)," published March 25, 2019

**TEGL 19-16**, Attachment 2, "Participation Level Services Chart WIOA Title I Adult, Title I Dislocated Worker, and Title III Employment Service Programs," published March 1, 2017

**TEGL 10-16**, Change 1 "Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III, and Title IV core Programs," published August 23, 2017

The American Job Center (AJC) staff continue to provide services that are closed on HireGuam, the Virtual One Stop (VOS) case management system and does not impact common exit of participants. These services cover training, individualized career and youth services with the 14 youth program elements applied accordingly. The exit information is used to show that a participant has completed an individual program but actual exit is based on the last participatory services provided to participants. The WIOA Title I and Title III core programs utilize the HireGuam common exit process. These programs are the Adult/Dislocated Worker/Youth and Wagner-Peyser employment service. There is a period of time when AJC staff would conduct review data and verify and make corrections where needed. Guam has proven itself to have met the percentages negotiated with U.S. DOL ETA.

All Case Managers are constantly trained at the AJC, and they monitor participation and close services on VOS HireGuam for these individuals, but does not affect common exit.

The Common Exit policy also applies to the WIOA programs and encompasses the other non-core programs and partner programs at the AJC:

- Registered Apprenticeship
- Jobs for Veterans State Grant (JVSG) for the Disabled Veterans Outreach Program (DVOP)
- Senior Community Service Employment Program (SCSEP)
- National Dislocated Worker Grant (NDWG)
- DPHSS – Temporary Assistance for Needy Families (TANF)
- DPHSS – Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) – per the MOU with public health for cost allocation and resource sharing, an in-house employee is also located at the AJC.

### **Policy References**

TEGL 14-18 – Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs administered by the U.S. Department of Labor published March 25, 2019

• TEGL 10-16, Change 1 – Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III, and Title IV Core Programs published August 23, 2017

- TEGL 19-16 – Attachment 2, Participation Level Services Chart WIOA Title I Adult, Dislocated Worker and Title III Employment Service Programs published March 1, 2017

## **DATA VALIDATION POLICY AND PROCEDURES**

The Guam Department of Labor (GDOL) has developed and implemented AJC-011 Data Validation Policy & Procedures that was approved by the Guam Workforce Development Board (GWDB) and originally issued in 2021 for the WIOA programs with the American Job Center (AJC). It is currently being updated and revised as the data validation policy is utilized to ensure more consistent service delivery strategies so customers can access the Virtual One Stop (VOS) HireGuam navigation system that the AJC staff use to perform constant reviews and accurate data validation in service delivery.

The purpose of this policy outlines the American Job Center (AJC) instructions for the Workforce Innovation and Opportunity Act (WIOA) to establish performance accountability measures for data validation that apply across the core programs to assess the effectiveness in achieving positive outcomes for individuals served by those programs.

### **Policy Statement**

Applicability for the following programs is subject to the data validation procedures established by the AJC:

- WIOA Title I Adult/Dislocated Worker/Youth
- WIOA Title III Wagner-Peyser Employment Services
- Senior Community Service Employment Program (SCSEP)
- Jobs for Veterans State Grant (JVSG) for the Disabled Veterans Outreach Program (DVOP)
- Registered Apprenticeship
- National Dislocated Worker Grant (NDWG)

The WIOA Performance Reports are prepared by the department's IST Administrator who submits these quarterly reports for data from the programs with the Workforce Integrated Performance System (WIPS). Technical assistance and training is also provided by the IST Administrator where needed for a successful strategic review with the VOS implementation for the Title I and Title III WIOA programs as well as other programs located at the AJC.

### **Procedures**

The American Job Center (AJC) under the Guam Department of Labor (GDOL) is primarily responsible for executing the Title I and III data validation procedures.

The AJC will review source documents against the data entered into the HireGuam Virtual One Stop (VOS) System for all ETA-funded grants and programs in accordance with the data elements outlined in accordance with the data elements in TEGL 7-18, Attachment I. The Information, Systems and Technology (IST) Administrator will conduct technical reviews of the Participant Individual Report Layout (PIRL) entries for Title I and Title III PIRL to ensure data transformation procedures are valid and reliable for report validation.

### Types of Source Documentation

For most data elements, the validation guidelines provide multiple forms of acceptable source documentation. The most objective source should be used to determine if the data element is valid

and accurate. See the attached chart for Guam's allowable source documentation types by data element. The Guam AJC may maintain supporting documentation for program-specific data elements not included in TEGL 7-18, conduct additional source document validation on more data elements and require additional source documentation in the procedures.

These source documentation types include:

1. Self-Attestation: Self-attestation (also referred to as a participant statement) occurs when a participant states his or her status for a particular data element, such as pregnant or parenting youth, and then signs and dates a form acknowledging this status. The key elements for self-attestation are:
  - (a) The participant identifying his or her status for permitted elements, and
  - (b) Signing and dating a form attesting to this self-identification. The form and signature can be on paper or in the VOS, with an electronic signature. There must be an attestation statement included.
2. Case Notes: Case notes refer to either paper or electronic statements by the case manager that identify, at a minimum, the following:
  - (a) A participant's status for a specific data element
  - (b) The date on which the information was obtained, and
  - (c) The case manager who obtained the information.
3. Other Records: Other records may include electronic records that are participant records created, stored or transferred in a form that only a computer can process and maintained in the VOS. Records can be numeric, graphic, or text. They can also include program intake documents, such as eligibility determination documentation or program enrollment forms, or magnetic storage media such as tapes or disks.

The sample selected for review must include a mixture of cases at various stages of the service delivery model for the three (3) key services offered at the AJC: Career Services, Business Services and Follow-up Services. Services and Follow-up Services. The sample must include:

- Participants in Education or Training during the previous quarter;
- Active participants in the previous quarter;
- Participant exits in the previous quarter (1 quarter lag);
- Participant exits in the previous 4 quarters (2-4 quarter lag);
- Participants with a credential (active or up to 7 quarter lag); and
- Participants with a measurable skill gain (active within last quarter).

The department conducts data validation activities quarterly and data integrity checks during quarterly desk reviews. IST will conduct a technical review of the PIRL prior to submitting the PIRL each quarter for the report validation.

## **Reporting and Frequency**

The AJC staff and management will conduct the initial monitoring review for all new participants processed after the first thirty (30) days with Case Managers. The AJC staff and management will conduct the data validation report quarterly during the on-site monitoring every Program Year (PY) before the federal report is due in order to document the results in the Monitoring Report. During the PY period of the participant, all participant activities must be recorded. Any documented deficiencies will be recorded with a date required to rectify to be consistent with the current monitoring correction timelines.

The GWDB Monitoring and Oversight Committee will provide official results of the reviews to the local workforce board and GDOL Director. Reports will indicate required corrective actions and will determine the required completion date within the Program Year (PY) for corrections consistent with the impacted data's utility in performance indicators.

## **Compliance**

Failure to comply with identified corrective actions by the identified completion date may cause:

- For the Annual Performance Report Period:
  - Corrections are to be made no later than October 1<sup>st</sup> or the date the annual report is certified when PIRL revisions are made by IST staff; and
  - Mandatory on-site facilitated training on the required reporting for data elements.
- Two years of high or repeated error rates:
  - Issue of a monitoring "Finding";
  - Notification for possible administrative actions; and
  - Formal notification to the GWDB Chair/Chief Elected Officer (CEO) of failure to comply.

## EFFECTIVENESS IN SERVING EMPLOYERS

### WIOA - EFFECTIVENESS SERVING EMPLOYERS

STATE: Guam		PROGRAM YEAR: 2023	Certified in WIPS: 9/30/2024 1:55 AM EDT
PERIOD COVERED			
From ( mm/dd/yyyy ) : 7/1/2023 8:00 AM EDT To ( mm/dd/yyyy ) : 6/30/2024 8:00 AM EDT			
REPORTING AGENCY:			
Guam Department of Labor			
<b>EFFECTIVENESS SERVING EMPLOYERS</b>			
Employer Services		Establishment Count	
Employer Information and Support Services		39	
Workforce Recruitment Assistance		358	
Engaged in Strategic Planning/Economic Development		0	
Accessing Untapped Labor Pools		0	
Training Services		8	
Incumbent Worker Training Services		0	
Rapid Response/Business Downsizing Assistance		1	
Planning Layoff Response		1	
Pilot Approaches		Numerator	Rate
		Denominator	
Retention with Same Employer in the 2nd and 4th Quarters After Exit Rate			
Employer Penetration Rate		363	10.6%
		3,412	
Repeat Business Customers Rate		268	31.8%
		843	
State Established Measure			
<b>REPORT CERTIFICATION</b>			
Report Comments:			
Name of Certifying Official/Title:	Telephone Number:	Email Address:	
Victoria Helen A. Mafnas-Administrative Ce	(671) 475-7073	victoria.mafnas@dol.guam.gov	

## Business Services Unit (BSU) Report for Program Year 2023

This report outlines the efforts conducted by the Business Services Unit (BSU) from July 2023 to June 2024, focusing on preparations for the 2024 Summer Youth Program. This initiative aims to provide meaningful work experiences for in-school juniors and seniors, fostering skills development and career exploration.

In November 2023, the BSU initiated a proactive outreach campaign targeting local employers to solicit their participation as work sponsors for the upcoming Summer Youth Program. The goal was to secure valuable work placements for our youth participants, enhancing their professional development while supporting local businesses.

During this outreach phase, the BSU successfully contacted 239 employers. Our engagement strategy involved direct communication, highlighting the benefits of sponsoring youth workers, such as:

- Contributing to community development
- Accessing motivated and enthusiastic young workers
- Potential for future recruitment of skilled candidates

Despite positive responses and interest from employers, the capacity for the program was limited to 100 participant slots. This highlights the demand for youth employment opportunities and the need for continued efforts to expand partnerships with local businesses.

### Program Development

The BSU engaged in several key activities to enhance the Summer Youth Program:

1. **Employer Training and Engagement:** On June 3, 2024, we had an employer training session for all participating employers in the Summer Youth Program. During this session, we reviewed child labor laws, timesheet deadlines, and best practices for handling youth workers, and addressed any specific questions or concerns raised by employers.
2. **Youth Workshops and Training:** During the winter break in December 2023 and the spring break in April 2024, youth participants attended workshops and training sessions with Guam Community College, PHRS, and Guam Trades Academy. These sessions were tailored to their job interests, preparing them for their upcoming summer internship.
3. **Internship Launch:** The summer internships for participants began on June 17, 2024, providing hands-on experience in various career fields.
4. **Participant Placement Assistance:** The BSU also assisted in placing participants qualified for the Work Experience, Transitional Jobs Training (TJT), and On-the-Job Training Programs.
5. **Employer Registration Support:** The BSU assisted 158 newly registered employers on HIREGUAM, further strengthening our network of potential work sponsors.

The outreach conducted by the BSU from July 2023 to June 2024 was a significant step toward preparing for the Summer Youth Program in 2024. While we successfully engaged a substantial number of employers, we recognize the need for further recruitment initiatives to increase the number of available slots for youth participants. Our ongoing efforts will focus on strengthening employer relationships and exploring additional avenues for sponsorship to ensure that more students can benefit from this valuable program.

**BSU Services provided to employers for PY2023**

Type	Total	Type	Total
Job Fair Services	2	E30 – On-the-Job Training	1
WE/TJT/OJT Work Sponsors	32	E32 – Rapid Response (layoff or closures)	1
WE/TJT/OJT Work Sponsor Applications sent to employers	19	E45 - Work Experience	14
E01 - On-Site Visits	14	E48 – Youth Employment Opportunities	4
E02 – Provided Job Fair Services	4	E49 – Other Employer Service	7
E03 – Provided Job Order Follow-up/Assistance	1	E58 – Follow up with Employer on Employer Services	2
E07 – Promotional Call	1	E90 – Referred Qualified Applicants	100
E08 - Reviewed resumes and referred eligible individuals	2	E92 – Notification to employer of potential applicant	37
E20 – Job Development Contact	1	E93 – Notification to employer or resumes via Virtual Recruiter	22
E23 – Job Listing Assistance	2	Number of new employer registrations on HireGuam	158

**GUAM STATE APPRENTICESHP REPORT FOR PY2023**

During PY2023, the Guam State Apprenticeship Agency (GSAA) piloted the Hotel Associate Youth Apprenticeship Program (HAYAP). The GSAA worked with the Chairperson of the Hospitality Industry Career Technology Education (CTE) and a couple of local hotels, Hotel Nikko Guam and the Hyatt Regency Guam, to develop a Youth Apprenticeship Program. The first cohort of Hotel Associate Youth Apprentices Program (HAYAP) were hired by the Hyatt Regency Hotel in February 2024, with the Hotel Nikko Guam following right along with their first HA youth apprentices in April 2024. GovGuam launched the new youth apprenticeship program with hotel partners. The Hyatt and Hotel Nikko were the first to employ 6 paid apprentices.



State Apprenticeship Agency (SAA) Review. Aaron Wall, Acting Regional Director, and Dave Jackson, Division Director, Division of Standards and Quality, conducted an SAA review on April 22-23 with the GSAA. The purpose of the review is to determine compliance with Title 29 CFR parts 29 and 30. At his time, the GSAA is still waiting for the results of the review.

#### GRADUATE APPRENTICES

REGISTERED APPRENTICESHIP SPONSOR	OCCUPATION	TOTAL GRADUATES
Cabras Marine Corporation	Carpenter	2
	Welder, Combination	3
Core Tech International	Electrician (Interior)	5
CPL Pacific, LLC	Accounting Technician	3
	Computer Programmer	2
	Computer Support Specialist	1
	Internetworking Technician	4
Department of Corrections	Correction Officer	20
DZSP21, LLC	Line Maintainer	2
GTA TeleGuam	Graphic Designer	2
Generation Renewable, Inc.	Electrician (Interior)	1
Guam Contractors Association	Electronic Systems Technician	6
	Heating & Air-Conditioner Installer/Service	9
Guam Fire Department	Paramedic	7
Guam Police Department	Police Officer	10
Guam Power Authority	Electrician, Substation	1
	Line-Installer-Repairer	8
Nissan Motors	Automobile Mechanic	1
Pacific Biomedical Services, Inc.	Biomedical Equipment Technician	1

#### NEW REGISTERED APPRENTICESHIP SPONSORS

PROGRAM NUMBER	SPONSOR NAME	REGISTRATION DATE
2024-GU-129235	Allied Human Resources	5/16/2024
2024-GU-127702	Daiso Guam	2/1/2024
2024-GU-129209	DusIt Thani Guam Resort	4/19/2024
2024-GU-128164	Hotel Nikko Guam	3/7/2024
2024-GU-126056	Project Management Resource Group	10/20/2023
2024-GU-128777	The Kracked Egg	4/10/2024
2024-GU-129263	The Westin Resort Guam	5/17/2024
2024-GU-128154	Triple J Enterprises	3/7/2024
2023-GU-121998	Valley of the Latte, LLC	7/27/2023

### NEW APPRENTICES

OCCUPATION	#	GENDER		
		Male	Female	DND
Accounting Technician	15	3	11	1
Administrative Assistant	9	1	8	0
Automotive Body Repairer	2	2	0	0
Automotive Mechanic	13	13	0	0
Automotive Technician Specialist	10	10	0	0
Carpenter	4	3	1	0
Cook (Hotel & Restaurant)	2	2	0	0
Correction Officer	6	3	3	0
Customer Service Representative	20	4	15	1
Customer Service Tech Support	1	0	1	0
Data Scientist	1	1	0	0
Diesel Mechanic	6	6	0	0
Digital Video Editor	2	2	0	0
Electric Meter Repairer	5	5	0	0
Electrician (Interior)	8	8	0	0
Electrician (Ship & Boat)	2	2	0	0
Electrician, Substation	2	2	0	0
Electronics Technician	2	2	0	0
Field Engineer (Radio & TV)	7	6	1	0
Government Business Development Specialist	4	1	3	0
Graphic Designer	1	1	0	0
Guard, Security Officer	2	2	0	0
Heating & Air-Conditioner Installer/Repairer	10	10	0	0
Hotel Associate	8	3	4	1
Internetworking Technician	1	1	0	0
IT Generalist	7	6	1	0
Line Installer-Repairer	15	14	1	0
Machinist, Marine Engine	1	1	0	0
Machinist, Outside (Ship)	7	7	0	0
Office Manager/Admin Services	15	3	11	1
Operating Engineer	8	8	0	0
Painter (Shipyard)	2	2	0	0
Paramedic	26	23	2	1
Plumber	3	3	0	0
Police Officer	33	20	13	0
Purchasing Agent	1	0	1	0
Refrigeration Mechanic	3	3	0	0
Relay Technician	2	1	1	0
Rigger (Ship & Boat Bldg)	3	3	0	0
Salesperson Parts	5	3	2	0
Supervisory Control & Data Acquisition Technician	3	3	0	0
Telecommunications Technician	13	11	2	0

Transportation Clerk	2	0	2	0
Truck Driver, Heavy	3	3	0	0
Welder, Arc	1	1	0	0
Welder, Combination	17	16	1	0
TOTALS	313	224	84	5

\*DNC – Did not disclose

**REGISTERED APPRENTICESHIP LABOR CLINICS**

Date	Employer
6/20/2024	Child Care Development Centers
7/30/2023	Archway, Inc.
8/3/2023	MactechGuam, Thrive Media Guam, Fizz&Co
2/22/2024	Goodwind Industries
2/29/2024	KUAM
3/7/2024	Asia Pacific Financial Management Group
5/28/2024	Guam Waterworks Authority

**Senior Community Service Employment Program (SCSEP)**

The Senior Community Service Employment Program (SECEP) at the Guam Department of Labor (GDOL) Program Year received a total grant amount of \$916,365.00 to enroll 95 qualified participants. The participants learn work-based training while doing community activities to meet outcomes with performance and program requirements.

Grant activities carried out during PY2023 include the enrollment and training of 66 SCSEP participants to build their skill set in preparation for unsubsidized employment. Job search activities were also done as emphasized in the SCSEP program. A total of 9 SCSEP workers from the program were placed in unsubsidized employment.

Assistance was provided by the SCSEP case managers Conferencing of Aging at the HYATT hotel. Resume building, filling out job applications, and AJC Orientation. SCSEP participants received supportive services and for those in the Public Health Program, they are encouraged to continue their enrollment with SNAP Guam Employment and Training Program, (GETP), a program with the Department of Public Health and Social Services (DPHSS) one of our Agency Partners.

Host agencies continue to work with the SCSEP participants to be assigned and trained under their supervision. Co-Enrollment with WIOA programs is also provided in training for placement in gainful employment. Our participants enrollments are now moving at a faster pace with 55 on board and 5 pending applicants. Presentations are currently being conducted at other departments and non-profit organizations to increase our Host Agency listing for participants placements.

The following number of participants are assigned to these agencies:

<b>SCSEP Host Agencies and Number of Participants</b>			
<b>Host</b>	<b>Total</b>	<b>Host</b>	<b>Total</b>
Agana Hgts. Mayor's Office		Agana Public Library	3
Asan Mayor's Office		Astumbo Senior Citizen Center	3
Barrigada Mayor's Office	1	Chalan Pago Mayor's Office	
D.L. Perez Elementary School		Dededo Mayor's Office	2
Dededo Senior Citizen Center	3	DPHSS (Dept. of Public Health)	1
Tamuning Mayor's Office	2	Guam Dept. of Labor	2
GHURA (Guam Housing)	1	Guam Behavioral Wellness Center	5
Guam Energy Office	1	GEPA (Environmental Protection)	3
Guam Housing Corp.	1	Guam Museum	1
GWA (Guam Waterworks Auth.)	5	Inarajan Mayor's Office	5
Mangilao Mayor's Office		MTM Mayor's Office	
Guam DPR (Parks & Recreation)		Sinajana Mayor's Office	2
Talofofo Mayor's Office	3	Umatac Mayor's Office	
Yona Mayor's Office	2	Guam Veterans Affairs Office	
Yigo Mayor's Office	1	Yigo Senior Citizen Center	1
Dededo Public Library	3	GHURA Toto Office	1
Santa Rita Mayor's Office	3		
Sub-total	26	Sub-total	29
<b>GRAND TOTAL</b>	<b>55</b>		

#### **NATIONAL DISLOCATED WORKER GRANT (NDWG) FOR TYPHOON MAWAR**

Guam is still in the recovery phase of Typhoon Mawar that devastated the island on May 24, 2023. Recovery efforts as a result of Typhoon Mawar continue according to the Joint Information Center with the Guam Homeland Security and Office of Civil Defense.

The Guam Department of Labor was approved for a ceiling amount of \$11.3 million dollars for the National Dislocated Worker Grant (NDWG) for Typhoon Mawar as of June 2024. Guam has received \$7.9 of the grant amount. The funding was used to assist in the temporary hiring of over 300 participants who were displaced due to the super typhoon. NDWG also extends to assist those who are considered as individuals with long term unemployment (those who have been unemployed for 12 consecutive weeks). Participants must be referred by the partnering agencies such as the Village Mayor's Office, Department of Public Works, Department of Parks and Recreation, and Homeland Civil Defense.

The priority for NDWG eligibility is as follows:

- 1) **Individuals temporarily or permanently laid off as a consequence of the disaster declaration (Typhoon Mawar)**

## 2) **Dislocated Worker/Displaced Homemaker**

A Dislocated Worker is an individual who has been terminated or laid off or has received a notice of termination or layoff from employment. A Displaced homemaker is an individual who has worked in the home for a number of years and suddenly finds that they are the primary source of household income.

## 3) **Long-term Unemployed** - Unemployed at the time of eligibility determination and:

- has been unemployed for 12 or more non-consecutive weeks over the last 26 weeks; and
- has made an effort to find a job;
- or is an incarcerated individual within 6 months of release
- or is underemployed at the time of eligibility determination; and
- has made an effort to find a job with self-sustaining wages/hours.

From the post devastation of the island from Typhoon Mawar, the Guam Department of Labor (GDOL) had more than 150 applications from people already seeking employment under the National Dislocated Worker Grant (NDWG) program. The processing for NDWG unemployed individuals involved requiring clearances and validation to ensure program eligibility before applicants are sent to the Department of Administration for processing, according to the GDOL Director David Dell'Isola. The batches already completed at DOA for processing confirmed those eligible were ready to go to work.

While more than a hundred workers may have gotten into the program, a total of 398 positions was announced to be available. Recruitment began around the end of June, 2023. Island residents were asked to call their mayors' offices for information on eligibility requirements and how to apply for the program. The GDOL Director also said those who were interested should go see their mayors or stop by the American Job Center (AJC). He said the program was off to a good start and the NDWG program listed numerous positions. In collaboration with the mayors' offices, the GDOL communicated with all the island's mayors to help their constituents find employment through this program.

The hiring process was carefully worked out as the devastation from the typhoon was island-wide and there was a lot of work to be done. The GDOL Department of Labor has a partnership with the following agencies: Department of Parks and Recs, Department of Public Works, Office of Civil Defense (Fema-Guam Strong), Veterans Cemetery, and the 19 Mayors offices on island for the Disaster Unemployment Assistance (DUA) program at the GDOL. The work program period is for six months and begins at the date of employment. Jobs were made available for those willing to work and earn an income from being unemployed due to the typhoon or other hardship that individuals may have encountered.

**As of June 30, 2024, the numbers for the NWDG program are as follows:**

**Total Participants Enrolled: 397**

**Active Participants: 160**

**Exited Participants: 237**

- **Placed in unsubsidized employment – 52**
- **Terminated for Cause – 47**

- **Resigned for Personal Reasons – 61**
- **Completion of Program – 74**
- **Deceased (while in duration of program) – 3**

**Summary: 160 + 237 = 397**

The positions and hourly salaries that participants in the NDWG program may avail of are listed below:

- **Laborer Supervisor** - (\$15.56 an hour) Oversee assigned laborers at worksheets and perform debris removal and hazard mitigation; the temporary workers will assist the regular maintenance workers in the village clean-up; i.e. village roads, village parks, community areas that were damaged by Typhoon Mawar. Clean up will consist of green waste removal, trimming of fallen trees, junk removal for items that have been abandoned on roadsides and government property.
- **Laborers** - (\$13.59) will assist in debris removal and hazard mitigation: the temporary workers will assist the regular maintenance in village clean up. Laborers are workers that are able to do heavy manual work in the field and roadsides and able to lift heavy items. Skills in operating basic equipment such as chainsaws, bush-cutters, tree trimmers would be required. Repairs of public buildings damaged as a result of the disaster which include masonry, electrical work, plumbing and carpentry.
- **Community Program Aid** (\$12.37) will assist with the food commodity warehouse and distribution to municipal offices and to assist in humanitarian assistance at each village for food commodity distribution and to assist with the opening and operation of shelters and assist in providing mass care, house and amp; human services resource as required by the Shelter Manger.

With the 19 municipalities with the Mayor’s Council of Guam, the NDWG Laborers and Laborer Supervisors will be utilized to complete, but not limited to the following Typhoon Mawar related duties:

- Mold Remediation
- Debris Removal/Tree Trimming and Removal from village recreational sites
- Junk / Waste Removal around the village roadways
- Painting, pressure washing, and caulking complexes and buildings that sustained damages from Typhoon Mawar.
- Food Distributions; participants will also assist in the village distribution of commodities
- Vegetation Maintenance; participants will assist in removing and maintaining the overgrown vegetation around the village recreational parks and beaches.
- Illegal Dumpsites; participants will assist in the removal of green and white goods damaged from Typhoon Mawar.
- Drainage Clearing; participants will assist in clearing the village gutters and drainage.

With the 7 Agencies, the NDWG Laborers and Laborer Supervisors will be utilized to complete, but not limited to the following Typhoon Mawar related duties:

- Debris/ Tree / Junk Removal from the parks/Debris Removal
- Mold Remediation from the director's office and the Complex Gym
- Rebuilding homes to make a better living
- Ground Maintenance/ Removal of balusters that were damaged by Typhoon Mawar.
- Restoration and substitution of classroom and office damages at schools.
- Scrub mold buildup on bleachers, office/ classroom walls and offices that was caused by Typhoon Mawar.

### **GovGuam Economic Outlook Supported By Strong Military Construction Projects**

Guam's post-pandemic economic expansion will continue, with increased military construction as the primary driver. Visitor arrivals are tracking slowly as forecasted with government data showing arrivals to Guam during the first eight months of fiscal 2024 represented just 49% of the levels seen prior to the pandemic.

Gary Hiles, Chief Economist for the Guam Department of Labor (GDOL), said planned military projects in the near future exceed the number of ongoing projects which ensures that military construction will go up in the short term, because these are actual contracts. The record number of H-2B skilled foreign labor has helped to fuel the massive, ongoing construction of Marine Corps Base Camp Blaz. He added that the increased economic activity associated with the construction will flow into the greater household incomes and will boost residents' expenditures as well. There are also plans for the construction of a multi-billion-dollar 360-degree missile defense system, spread to 20 locations on Guam, relocation of Marines from Okinawa, a new aircraft hangar and other facilities at Andersen Air Force Base to accommodate the permanent basing of a dozen Singapore F15 fighter jets, and more than 200 military and support personnel. More military buildup related projects continue to be awarded as construction projects increase.



### **GVB: Arrivals at 60% of forecast**

Guam Visitors Bureau Deputy General Manager reported that for fiscal 2024, visitor arrivals are tracking 60% of forecast with three months to go. Guam sees a continued weaker Japanese yen and Korean won currency exchange rates against the U.S. dollar, along with “supplier” rate increases, such as hotels which have raised room rates by 142% post-COVID.

### **THIRTY-EIGHT GUAM DEPARTMENT OF LABOR, GUAM DEPARTMENT OF EDUCATION STUDENTS RECEIVE GCA TRADES ACADEMY COMPLETION CERTIFICATES**

Thirty-eight Guam Department of Labor and Guam Department of Education students received GCA Trades Academy level completion certificates in the Core Curriculum and Construction Craft Laborer classes during a presentation ceremony at the GCA Trades Academy’s Tiyan Training Facility on Friday.

### **Hotel Associate Youth Apprenticeship Program (HAYAP)**

The governor's office has launched a new initiative designed to equip the youth with skills and experience for a future in Guam's hospitality industry. It's called the Hotel Associate Youth Apprenticeship Program (HAYAP) which provides high school students an opportunity to gain hands-on training with hotel partners and pursue careers in the hotel sector, the Office of the Governor said in a press release.

The program is a collaboration between the Guam Department of Labor (GDOL) and Guam Community College. The Hyatt Regency Guam and Hotel Nikko Guam registered as the first two hotels to employ six paid student apprentices. Other hotels that have joined the Hotel Associate Youth Apprenticeship Program include Dusit Thani Guam Resort, Dusit Beach Resort, Bayview Hotel Guam, and Guam Plaza Resort and Spa. Several more hotels are lined up to join once they complete their apprenticeship standards.

Guam Labor Director David Dell’Isola said apprenticeship programs are a proven model for success. "We’ve seen the results with the Guam Registered Apprenticeship Program and similar programs in partnership with GCC. Over the years, thousands have graduated from these programs and have gone on to successful and fulfilling careers, contributing to the local economy," Dell’Isola said in a statement.

Labor now wants to bring that successful apprenticeship model into the classroom and give Guam's younger generation more alternatives and opportunities for career paths as the government partners with the private sector and identifies areas in high demand, he said. "This will help our students gain relevant skills and prepare them for the future workforce while also meeting the needs of the job market," Dell'Isola added. In HAYAP, students get on-the-job training (OJT), mentorship, and explore different careers in hospitality and tourism. High school students must be at least 16 years of age to qualify and have completed at least one year of GCC’s Hospitality and Tourism Management Program. Like a registered apprenticeship program, HAYAP is also an employer-driven apprenticeship program where students can work, get paid, earn their Certificate of Mastery, and pursue an Associate of Science in International Hotel Management. To learn more about HAYAP, visit [guamcc.edu/HAYAP](http://guamcc.edu/HAYAP).



## **Addressing worker shortage**

HAYAP represents an innovative approach to workforce development. This program focuses on cultivating new and up-and-coming talent for the job market. It offers opportunities directly in schools, young people who may choose an alternate path from college can enter the workforce immediately after high school. This pathway provides students with a direct route to career readiness, aligning their interests and skills with industry needs. HAYAP's success has already sparked interest from other industries.

GDOL is now engaging with employers from industries such as automotive, culinary, early childhood education, and construction to explore youth apprenticeship programs in these fields. Earlier this week, the governor proclaimed May 5 to 11, 2024 as Youth Apprenticeship Week. Building off the success of National Apprenticeship Week, this year marks the inaugural year of Youth Apprenticeship Week nationwide. Youth Apprenticeship Week highlights the benefits and value of Registered Apprenticeship program opportunities for youth.

For more information about HAYAP or Youth Apprenticeship Week, contact GDOL at (671) 475-7000/1 or visit [dol.guam.gov](http://dol.guam.gov).

## **Guam AJC In-School Youth (ISY) Program**

The Year-Round In-School Youth (ISY) Program Spring Session concluded last week with a cohort of 101 students who successfully completed training, marking a significant milestone in their journey toward career readiness and personal development. High school juniors and seniors participated in three different courses to prepare them for the paid Summer Work Experience scheduled to begin in June.

Partner agencies and organizations who provided the course training include the GCA Trades Academy, Pacific Human Resources Services (PHRS), and the Guam Community College (GCC). GCA Trades Academy's courses focused on construction-related subjects, which were a continuation of the ISY Winter Session courses. A total of 31 students enrolled and completed the core curriculum. PHRS provided 23 students with Career Readiness courses that use practical skills such as interview and preparation, listening, resume writing, digital etiquette, and networking for career and life success.

GCC's workshop was related to career interest inventory, resume writing activity and research, cybersecurity, time management, and work ethic. A total of 47 students participated in and completed GCC's workshop.

The In-School Youth Employment Program is a year-round program open to students enrolled in the 11th or 12th grade and between the ages of 16 to 18. Other eligibility criteria must also be met.

Students interested in the program can fill out an application online at the following link: <http://bit.ly/inschoolyouth>.

To learn more about the Year-Round ISY Program, contact the American Job Center at 671-475-7000/1 or [ajc.training@dol.guam.gov](mailto:ajc.training@dol.guam.gov), or visit the AJC at the GCIC Building, 414 W Soledad Ave, 3rd Floor, in Hagåtña.