



AMERICAN SAMOA

WORKFORCE INNOVATION OPPORTUNITY ACT (WIOA)

ANNUAL NARRATIVE REPORT

PROGRAM YEAR 2024

(JULY 01, 2024 – JUNE 30, 2025)

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“Commitment to Service and Integrity”

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INTRODUCTION

American Samoa, situated among the seven regions of the Pacific, namely Tutuila, Ofu, Olosega, Ta'u, Aunu'u, Rose Island, and Swains Island, constitutes a vibrant cultural landscape founded upon religious and cultural traditions. The unique blending of Polynesian heritage, traditional practices, and contemporary influences contributes to the rich tapestry of life in this territory. Festivals, ceremonies, and arts reflect the ancestral connections and the strong community spirit that define American Samoa's identity. The preservation of the Samoan language and customs plays a crucial role in maintaining this dynamic cultural heritage. Notwithstanding considerations for cultural and indigenous heritage, the paramount importance of well-being and sustainability necessitates the development of a robust and impactful workforce, with the objective of benefiting families and augmenting the economic standing of American Samoa. Through the collective goals and strategies outlined in the WIOA Title I programs—serving adults, youth, and dislocated workers—significant strides have been made in the advancement of workforce development during the 2024 Program Year.

As American Samoa gazes toward the future, we are enthusiastic about fortifying our infrastructure by collaborating with Effective Training Providers (ETPs) across burgeoning enterprises, nonprofit organizations, and community entities beyond the purview of the American Samoa Government. Nevertheless, the ASG remains a pivotal bastion of support, offering tangible, compensated work experience for participants confronting obstacles to employment and education. Collectively, we are nurturing a vibrant ecosystem where opportunity and innovation thrive, empowering our residents to realize their utmost potential.

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PROGRAM GOALS and UPDATES - Summer Youth Employment Program 2024:

The event associated with the Workforce Innovation Opportunity Act (WIOA), organized by the Department of Human Resources (DHR), is considered the year's preeminent occasion. More significantly, it provided an advantageous period for the youth population to explore, delve into, and execute workforce training in all capacities required by employers and sectors within the territory.

“Yes, YOU Can” served as the central theme for the summer program, reflecting the significant importance of continuous learning in today’s fast-paced world, where changes occur at an unprecedented rate. This theme also addresses the critical need for self-reliance, which is essential for achieving stable living and fostering positive thinking. In an era where the demands for quality education and the rapid elevation of technology are ever-increasing, the ability to adapt and learn continuously has become a vital skill for success. This year’s program featured a variety of hands-on training sessions and experiential learning opportunities that were successfully facilitated through the dedicated support and guidance of various partner agencies within the business sectors. These included both private enterprises, which are often at the forefront of innovation, and local businesses that contribute significantly to the community's economic health. Additionally, governmental and non-profit organizations played an integral role in this initiative, providing resources and expertise that enriched the learning experience. Furthermore, semi-autonomous agencies, which often operate independently yet align with broader goals, played a crucial role in ensuring the program's success by offering specialized knowledge and support tailored to the participants’ needs. Overall, the collaboration among these

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diverse entities created a robust framework that empowered individuals to embrace lifelong learning and equipped them with the tools necessary to thrive in a rapidly evolving landscape.

A remarkable total of 762 youth participants were placed in training and employment across 67 diverse worksites participating in the 2024 Summer Youth Employment Program (SYEP). Over a period of six weeks, these young individuals engaged in meaningful work experiences with a structured daily schedule of four hours. This program not only provided them with valuable skills and knowledge but also allowed them to gain practical insights into the professional world, fostering their growth and development. By participating in such initiatives, the youth were empowered to navigate their future career paths more effectively, equipped with the tools necessary to thrive in an increasingly competitive job market.

Employer/Worksite Engagement:

It is always an honor and privilege to collaborate with the local workforce entities during the summer months, particularly in our shared efforts to educate, train, and ultimately employ the future workforce of each establishment or office involved. Each year, the Workforce Innovation and Opportunity Act (WIOA) conducts an extensive training workshop designed for all worksites and employers, aimed at better equipping and preparing them for the Summer Youth Employment Program (SYEP). This annual event serves as a critical opportunity for WIOA to elaborate on the overarching THEME of the program, outline the timeline of events, and detail the necessary paperwork that participants must complete.

During this meeting, we also emphasize important financial reminders, such as the submission of timesheets and other relevant documentation. Moreover, we focus on the essential documentation

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of the weekly hands-on training from the perspective of the supervisors and managers, which is crucial for assessing the effectiveness of the program. Additionally, we discuss the participant evaluation process, which helps ensure that we are meeting the educational and professional needs of the young individuals involved. The date of the Meet and Greet was June 18, 2024, and we encouraged all employers and stakeholders to attend, as this gathering provided invaluable insights and fostered a collaborative environment for future success.

Worksites/Employers of SYEP 2024:

✧ American Samoa Government - 39

- 1 ADMINISTRATIVE LAW OFFICE, AMERICAN SAMOA
- 2 ARTS COUNCIL
- 3 ECONOMIC ADMINISTRATION OFFICE
- 4 ENVIRONMENTAL PROTECTION AGENCY
- 5 HISTORIC PRESERVATION OFFICE
- 6 VISITOR'S BUREAU OFFICE
- 7 AUDIT OFFICE
- 8 BUDGET OFFICE
- 9 CRIMINAL JUSTICE
- 10 DEPARTMENT OF COMMERCE
- 11 DEPARTMENT OF CORRECTIONS
- 12 ARCHIVES OF AMERICAN SAMOA
- 13 DEPARTMENT OF HOMELAND SECURITY
- 14 DEPARTMENT OF HUMAN AND SOCIAL SERVICES
- 15 DEPARTMENT OF LEGAL AFFAIRS
- 16 DEPARTMENT OF MARINE AND WILDLIFE RESOURCES
- 17 DEPARTMENT OF AGRICULTURE
- 18 DEPARTMENT OF EDUCATION
- 19 DEPARTMENT OF HEALTH

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- 20 DEPARTMENT OF PORT ADMINISTRATION
- 21 DEPARTMENT OF PARKS AND RECREATIONS
- 22 DEPARTMENT OF PUBLIC SAFETY
- 23 DEPARTMENT OF PUBLIC WORKS
- 24 DEPARTMENT OF YOUTH AND WOMEN'S AFFAIRS
- 25 ELECTION OFFICE
- 26 ENERGY OFFICE
- 27 HOUSE OF REPRESENTATIVES
- 28 GOVERNOR'S OFFICE
- 29 LEGAL COUNCIL
- OFFICE OF DISASTER ASSISTANCE AND PETROLEUM
- 30 MANAGEMENT
- 31 OFFICE OF PUBLIC INFORMATION/KVZK
- 32 OFFICE OF PROPERTY MANAGEMENT
- 33 PROCUREMENT OFFICE
- 34 OFFICE OF THE PUBLIC DEFENDER
- 35 SEARCH AND RESCUE OFFICE
- 36 SPORTS COMPLEX (GO)
- 37 TERRITORIAL ADMINISTRATION ON AGING
- 38 VETERAN'S AFFAIRS OFFICE
- 39 OFFICE OF VOCATIONAL REHABILITATION

✧ Local Business Sectors - 21

- | No. | NAME: |
|-----|-------------------------------|
| 1 | ALL STAR |
| 2 | BLUESKY AMERICAN SAMOA |
| 3 | CBT HO CHING & CO, INC |
| 4 | FOELETINI LEDOUX FOUNDATION |
| 5 | GHC REID & COMPANY, LTD |
| 6 | HEAVEN'S TOUCH |
| 7 | ISLAND BUSINESS CENTER |
| 8 | ISLAND IMAGE |
| 9 | MANU'A STORE |
| 10 | NEIL'S ACE HOME CENTER |
| 11 | PFP RENTAL ROCKTEER MOTORS |
| 12 | RED CROSS |
| 13 | SAELUA MEDICAL CORP |
| | SAUIA BODY BUILDING & FITNESS |
| 14 | GYM |
| 15 | SEPP'S PAINT SHOP |

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- SLIMMER STRONGER YOU**
- 16 FITNESS CENTER**
 - 17 SWIRE SHIPPING**
 - 18 TEDI OF SAMOA**
 - 19 TIARA'S EVENT & RENTAL**
 - 20 TUTUILA STORE**
 - 21 VAILUU & SONS TRUCKING**

✧ Semi-Autonomous - 4

No. NAME:

- 1 American Samoa Power Authority (ASPA)
AMERICAN SAMOA TELECOMMUNICATION**
- 2 AUTHORITY (ASTCA)**
- 3 AMERICAN SAMOA COMMUNITY COLLEGE (ASCC)**
- 4 LBJ MEDICAL CENTER**

✧ Non-profit organizations - 3

No. NAME:

- 1 BOYS & GIRLS OF AMERICAN SAMOA**
- 2 BOY SCOUTS OF AMERICAN SAMOA**
- 3 RED CROSS**
- 4 WOMEN AUXILLIARY - LBJ**

TOTAL = 67

Expansion of Training Services: Work-Based Learning and On-the-Job Training:

We are deeply committed to expanding our training services for applicants and participants, regardless of where they are in their journey—whether they are just beginning, transitioning from one phase to another, or already actively engaged in Workforce Innovation and Opportunity Act (WIOA) programs. Our comprehensive offerings include dedicated support for adults, dislocated workers, and youth, ensuring that each group receives tailored assistance that meets

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their unique needs. During the program year 2024, our Work-Based Learning (WBL) and On-the-Job Training (OJT) services have opened doors to invaluable paid work experiences that not only enhance skills but also provide participants with essential financial support. Participants who are selected based on specific eligibility criteria benefit from a wide range of personalized services that include basic support, individualized training plans, and ongoing follow-up—all while gaining hands-on experience in a real workplace environment that mirrors industry standards.

WIOA is particularly dedicated to supporting those who face the greatest obstacles to employment. This includes individuals such as single parents striving to balance family and work, low-income individuals seeking upward mobility, those with limited English language skills who require targeted assistance to navigate the job market, ex-offenders aiming for reintegration into society, school dropouts looking for a second chance, and teen parents who need flexible training options that accommodate their responsibilities. In our collaborative efforts with the Adult Education Family Literacy Act (AEFLA) team, we are actively expanding opportunities for participants to enhance their skills and education, ultimately helping them attain certificates of completion that can significantly improve their job prospects.

Furthermore, in our ongoing collaborative efforts with partner agencies, we are focused on providing robust referral services that ensure every individual receives the appropriate support tailored to their circumstances. By working together with various organizations, we can create a network of resources that empowers participants not only to secure employment but also to build sustainable careers. This holistic approach is designed to foster long-term success and improve the overall economic well-being of our communities, creating a brighter future for all involved.

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For those assessed with special needs, we engage with the Office of Vocational Rehabilitation to provide comprehensive assessments and services. Together, let us pave the way for a brighter future for American Samoa, where every individual has the opportunity to succeed and thrive.



Master Summary

Master Summary Reports - Master Summary Report

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Master Summary Report

Region/LWDB : American Samoa
Office : American Job Center, American Samo, Department of Human Resources E & T
Date Range: 07/01/2024 - 06/30/2025
Report Run Time: 11/28/2025 11:13:55 AM

Summary	Total
Total number of Individuals that Registered	377
Total number of Individuals that Logged In	377
Total number of Distinct Individuals Receiving Services	201
Total number of Services Provided to Individuals	255

Update (WBL/OJT)

Program Year 2024 (July 01, 2024 – June 30, 2025)

Work-Based Learning (WBL)/On-the-Job Training (OJT)

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OMB Control Number 1205-0526
Expiration Date: 04-30-2028

STATEWIDE PERFORMANCE REPORT		
PROGRAM: WIOA Adult		PROGRAM/TITLE
STATE: American Samoa	Title I Local Area:	Title I Adult
REPORTING PERIOD COVERED		Title I Dislocated Worker
From : 7/1/2024	To : 6/30/2025	Title I Youth
SUMMARY INFORMATION		
Grant Summary Item	Career Services	
Participants Served	70	
Participants Exited	51	

OMB Control Number 1205-0526
Expiration Date: 04-30-2028

STATEWIDE PERFORMANCE REPORT		
PROGRAM: WIOA Youth		PROGRAM/TITLE
STATE: American Samoa	Title I Local Area:	Title I Adult
REPORTING PERIOD COVERED		Title I Dislocated Worker
From : 7/1/2024	To : 6/30/2025	Title I Youth
SUMMARY INFORMATION		
Grant Summary Item	Career Services	
Participants Served	9	
Participants Exited	0	

OMB Control Number 1205-0526
Expiration Date: 04-30-2028

STATEWIDE PERFORMANCE REPORT		
PROGRAM: WIOA Dislocated Worker		PROGRAM/TITLE
STATE: American Samoa	Title I Local Area:	Title I Adult
REPORTING PERIOD COVERED		Title I Dislocated Worker
From : 7/1/2024	To : 6/30/2025	Title I Youth
SUMMARY INFORMATION		
Grant Summary Item	Career Services	
Participants Served	1	
Participants Exited	1	

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WIOA and OFFICE OF VOCATIONAL REHABILITATION (OVR) MOU

The mission of the MOU between both agencies of the Workforce Innovation Opportunity Act. (WIOA) and the Office of Vocational Rehabilitation, American Samoa, has been established with the following intent:

- 1) To create a partnership between the WIOA program and the Office of Vocational Rehabilitation.
- 2) To provide comprehensive support services to individuals with disabilities that will enable them to navigate the workplace successfully.
- 3) To find meaningful employment and achieve their full potential.

PURPOSE AND SCOPE:

The Memorandum of Understanding establishes a legally binding framework for both agencies. It includes all relevant discussions, agreements, terms, conditions, and obligations for the goods and/or services provided under the contract.

RESPONSIBILITIES AND OBLIGATIONS OF AGENCIES:

It is the desire of both agencies within this Memorandum of Understanding (MOU) to work together in such a manner that promotes a genuine atmosphere of collaboration and alliance. This partnership is not merely a formal agreement; it is a commitment to fostering synergies that can lead to more effective service delivery. Responsibilities and obligations of both agencies are to provide support in a manner that reflects an effective and efficient partnership. This partnership will focus on concepts that embody and reflect the following essential leadership characteristics:

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managerial, financial, and administrative commitment.

For instance, managerial commitment entails not only overseeing the implementation of joint initiatives but also ensuring that all team members are aligned with the shared goals of the agencies. Financial commitment involves securing adequate funding and resources to support these initiatives, while administrative commitment is about maintaining robust operational protocols that facilitate smooth collaboration. In addition, this shall include all matters related to the provision of services for the qualified disabled individuals of Title I-Adult, Dislocated Worker, and Youth. By aligning our efforts and leveraging each agency's strengths, we can create a more inclusive environment that effectively meets the needs of these individuals, ultimately enhancing their opportunities for success in the workforce.

Collaboration with the Adult Education Family Literacy Act (AEFLA), American Samoa Community College (ASCC)

Through the dedicated efforts aimed at establishing a fruitful collaboration with the Adult Education programs available through the American Samoa Community College (ASCC), the Workforce Innovation and Opportunity Act (WIOA) intends to create meaningful opportunities for participants to engage actively in securing a certificate through the Adult Education and Family Literacy Act (AEFLA). This initiative is particularly significant as it addresses the educational needs of individuals seeking to enhance their qualifications and skills in today's competitive job market.

Moreover, the Trades program offered by ASCC features a variety of courses specifically designed to accommodate the diverse training needs of job seekers who are accessing employment assistance through any of the programs under the WIOA umbrella. These courses

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not only provide essential skills but also empower participants to gain hands-on experience in various trades, thereby increasing their employability and job readiness. Importantly, the funding for this program is sourced through grants under ASCC/AEFLA, which means that there is no financial burden placed on WIOA or the participants themselves.

WIOA is committed to continuing its collaborative efforts with the Community College to ensure that the educational components of the services provided are consistently adhered to. This commitment includes the development and implementation of a robust sustainability plan, particularly for the courses that are scheduled to take place after regular hours. Such planning is crucial to guarantee that the benefits of the education provided extend beyond the classroom and continue to support participants in their career advancement long after the completion of their courses.

For more information: [Adult Education Literacy & Extended Learning \(AELEL\) - American Samoa Community College](#)

ADULT EDUCATION LITERACY & EXTENDED LEARNING (AELEL)

Mission

The mission of the AELEL program is to enable every adult learner in American Samoa to acquire the necessary basic skills in math, reading, writing, speaking, and listening in order to compete successfully in today's workplace, strengthen their family foundation, and exercise full citizenship.

The American Samoa Community College (ASCC) Division of Adult Education Literacy and Extended Learning (AELEL) is designed to fulfill the College's mission of making educational services available to the non-traditional student population of American Samoa by offering credit and non-credit courses. Continuing Education courses provide development, improvement, and advancement of specific and general work-related skills.

Adult Basic Education (ABE)

Adult Basic Education provides instruction in the basic academic areas of Mathematics and English as college preparatory courses and for occupational skills. Courses range from English literacy to government, health and consumer economics.

Classes are offered on the ASCC campus as well as at work sites, villages and other convenient locations. ABE classes are advertised in the local media.

A General Education Diploma (GED) preparatory instruction program is provided at no charge to any student who has not graduated from high school and who is at least sixteen (16) years of age. Students are taught the basic skills necessary to sit the GED.

Examinations in the following areas: Writing/Essay Skills, Science, Social Sciences, Reading Skills and Mathematics. A student must be at least **18 years** old to sit the GED Exams in American Samoa.

The GED Examination is a nationally written and administered battery tests designated to measure high school education equivalency. The Testing and Evaluation Division of the American Samoa Government Department of Education monitors the students' results and recommends the issuance of the high school diploma. Upon successful completion of the tests, the American Samoa Department of Education awards a high school diploma to the student. The student has to register online to take the tests using the 2014 GED series. The GED online tests have been contracted to Pearson Vue Testing Centers.

Registration, Tuition and Fees

While a few limited enrollment classes require prior registration, it is possible to enroll in most Continuing Education courses by attending the first class session. Students must be at least 16 years of age. High school students must receive confirmation documents indicating that they are no longer enrolled at their respective schools and permission from parents, and provide immigration status clearances, at the time of registration. Adult Education classes are provided at no cost. Community Service classes are \$35.00 per class.

Continuing Education Courses (Extended Learning)

In most cases, students in Continuing Education courses earn Continuing Education Units (CEUs) which cannot be counted towards a college degree. However, if a specific course meets the same academic requirements as a college credit course, the student may petition the Dean of Academic Affairs and when appropriate the Dean of Trades and Technology Division for permission to use CEUs as transfer credit, provided all other transfer requirements are met.

A Continuing Education Unit (CEU) is defined as "**ten contact hours of participation in an organized Continuing Education, adult or extension experience under the supervision of a qualified instructor.**" The CEU should not be interpreted as a substitute for college credit, rather, a means of recording and reporting the Continuing Education activities achieved by an individual.

Certificate of Completion (COC) are awarded to all individuals who successfully complete Continuing Education courses.

Continuing Education activities may have a direct impact on current and future employment and should be included on resumes and/or applications for employment or promotion. Students may obtain copies of transcripts of Continuing Education activities by contacting the State Director of AELEL.

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American Samoa WIOA Unified State Plan UPDATE:

The American Samoa Unified State Plan, with the collaborative reports of data and updates from the Office of Vocational Rehabilitation (OVR), as well as the Adult Education and Family Learning Act (AEFLA) Program/American Samoa Community College (ASCC) was approved by the Department of Labor January 2025.

The state entities or core partners of American Samoa – the Office of Vocational Rehabilitation (OVR) and Adult Education Family Literacy Academics (AEFLA) – cater to the same demographic as the Workforce Innovation and Opportunity Act (WIOA). However, the eligibility criteria delineate a significant distinction. For OVR applicants, the primary qualification pertains to individuals with disabilities. The age criteria for Youth, Adult, and Dislocated Workers are identical; nonetheless, the services rendered diverge. AEFLA programs are broadened to encompass individuals aspiring to obtain certification in specific fields, thereby offering them requisite courses for completion. Additionally, apprenticeship opportunities are made available through AEFLA programs, which enhance the professional development of these individuals' portfolios within their workplaces, facilitating potential increases in remuneration and opportunities for advancement.

American Samoa is resolutely committed to ensuring that its workforce system fulfills the diverse needs of the Territory's enterprises and labor force, both in the present and for the foreseeable future. The Territory contends with unique challenges stemming from its limited geographical scope, constrained funding for workforce programs, and a robust small business ecosystem. To effectively harness partnerships and collaborate in service delivery initiatives,

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WIOA core and other stakeholders are obliged to navigate these challenges with ingenuity.

Through these initiatives,

the Territory is able to guarantee that the needs and expectations of its customers are understood, that service offerings and locations satisfy those needs without duplication, that procedures and tools for data evaluation are in place, and that the system improves and changes on its own over time. American Samoa will continue to foster collaboration across various provider program lines with the aim of creating a seamless, demand-driven workforce service delivery system. This comprehensive system will encompass a wide range of education programs, including adult education, post-secondary education, and secondary education programs, as well as vocational rehabilitation services and other human capital support agencies. Such a multifaceted approach is essential in ensuring that the workforce is not only prepared but also equipped to meet the evolving demands of the job market. By integrating these various educational and support services, American Samoa aims to bolster its efforts in workforce development, ensuring a highly skilled and trained workforce that will be advantageous for many years to come. Furthermore, this initiative will engage, support, and significantly improve the economic health of the territory's business community, thereby fostering a robust economic environment that benefits all residents.

The workforce system that American Samoa envisions is one characterized by innovation in partner collaboration, integrated service delivery, and the effective use of data analysis.

Continuous evaluation and improvement will serve as foundational elements that lead to sustainable workforce development. This strategic approach not only enhances the skills of the

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workforce but also aligns the educational outcomes with the needs of local employers, creating a responsive and agile labor market. Additionally, this system will remain a steadfast ally of Governor Lemanu Peleti Mauga's special initiatives, which focus on enhancing employment opportunities and economic growth within the territory. Through this endeavor, a vibrant private-public partnership is established, fostering collaboration between government entities, educational institutions, and private sector stakeholders. As a result, American Samoa's citizens have been actively engaged in developing and executing a comprehensive business plan that outlines the path forward for workforce enhancement and economic prosperity. This collaborative effort underscores the commitment to building a brighter future for all residents of American Samoa.

American Samoa's State Plan is identified as a Unified Plan as it combines the narratives of operations and activities of the WIOA agency, the Office of Vocational Rehabilitation, and the Adult Education Family Literacy Act (AEFLA), American Samoa Community College.

American Job Center (AJC)/One-Stop Center (OSC) Update:

Indicated in the approved Unified State Plan, American Samoa was in the process of establishing its AJC/OSC, as it is a requirement of the Department of Labor and is managed primarily by the American Samoa Workforce Development Board (ASWDB). The overall vision for American Samoa's Workforce Development system is to improve access to education, economic opportunity, and employment for all of American Samoa's job seekers - especially those with significant barriers to employment; develop a skilled and competitive workforce that meets the needs of American Samoa's employers; stimulate the vitality of our local communities; and promote a territorial economy that is competitive in the global economy. The Combined State

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Plan identifies four priorities to realize this vision: 1) Improving public awareness and access to the workforce system; 2) Coordinating business services across partners to ensure the delivery of streamlined and high-quality solutions; 3) Serving rural and remote communities; and 4) Career pathways/Sector partnerships. American Samoa's American Job Center network is designed to support these priorities within its capacity under the Workforce Innovation and

Opportunity Act. American Samoa has an uncommon composition of a small population spread across remote geographic areas. Its very uniqueness necessitates the development of a modified one-stop system that provides quality services in diverse locations and maximizes scarce resources. American Samoa's territorial framework addresses varying levels of partner coordination and still provides consistency in the quality of service delivery to its citizens across the island.

At the time of this report, essential processes were still being initiated, scrutinized, and finalized by the core partners of the AJC/OSC, which includes a diverse group of stakeholders committed to collaborative efforts. These processes encompass critical elements such as the Memorandum of Understanding, Standard Operating Procedures, and Budget Request, all of which serve as foundational components for effective partnership and operational success. One of the principal challenges identified thus far is the establishment of a cost-sharing agreement among the partner agencies. This challenge has been accentuated by the expressed concerns of the agencies regarding their current financial situations, which have led them to indicate their inability to substantiate their positions at this juncture. The prevailing budgetary constraints have created a significant hurdle, making it difficult for the agencies to allocate funds toward shared initiatives. Consequently, this situation underscores the need for ongoing dialogue and negotiation among

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the partners to explore potential solutions that could alleviate these financial pressures while fostering collaboration and mutual support in achieving their shared goals.

Program Indicators PY 2024:

As delineated in the report charts below, the anticipated and negotiated percentiles for PY 2024 are classified as BASELINE. This designation represents a benchmark in outcomes prior to the commencement of activities and serves as a reference point for evaluating transformations. By establishing this baseline, stakeholders can effectively assess the progress made throughout the project timeline. For instance, if the initial data indicate a certain level of performance, subsequent measurements can be compared against this baseline to determine the degree of improvement or decline. This methodical approach not only facilitates the establishment of realistic targets but also enhances the measurement of progress over time.

Furthermore, this outcome unequivocally steers American Samoa toward its aspired objectives, signifying effective project management and rigorous evaluation of results. The ability to measure outcomes against a defined baseline is crucial, as it provides clarity and direction, allowing for adjustments to be made when necessary. In this way, the stakeholders can ensure that the initiatives are aligned with the overall goals of the project, thereby enhancing accountability and transparency. Ultimately, the establishment of a baseline is not merely a procedural step; it is a foundational element that underpins the entire evaluation framework, ensuring that all parties involved remain focused on achieving meaningful and sustainable results.

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Performance Indicators	PY 2024 Expected Level	PY 2024 Negotiated Level	PY 2025 Expected Level	PY 2025 Negotiated Level
Employment (Second Quarter After Exit)	Baseline	Baseline	Baseline	Baseline
Employment (Fourth Quarter After Exit)	Baseline	Baseline	Baseline	Baseline

Performance Indicators	PY 2024 Expected Level	PY 2024 Negotiated Level	PY 2025 Expected Level	PY 2025 Negotiated Level
Median Earnings (Second Quarter After Exit)	Baseline	Baseline	Baseline	Baseline
Credential Attainment Rate	Baseline	Baseline	Baseline	Baseline
Measurable Skill Gains	Baseline	Baseline	Baseline	Baseline
Effectiveness in Serving Employers	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹

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Success Story - PY 2024

Tautunuafatasi, Danielle

Age: 32 years old

High School Diploma Certificate

No work experience

Application date: February 2025

Work-Based Learning start date: March 2025

Transitioned to Career Service Employee: August 2025

A single mother, supported by the father of her son, who is off-island, but the relationship has concluded.

Ms. Danielle is an extraordinary individual who speaks fluent Samoan and possesses a foundational understanding of the English language. Despite having completed her high school education, she encountered significant obstacles shortly after graduation when she embraced motherhood. The period surrounding the birth of her son was particularly harrowing, as she suffered the profound loss of her father and brother in rapid succession. This tragic turn of events left her feeling vulnerable and isolated as a young, single mother. Consequently, she prioritized nurturing her son over advancing her education, recognizing the imperative of securing employment for their survival.

In her quest for a stable job, Ms. Tautunuafatasi sought assistance and completed her assessment with the Workforce Innovation and Opportunity Act (WIOA) in February 2025. This pivotal moment opened the door for her to engage in a valuable training opportunity through the Work-Based Learning (WBL) program, designed to equip her with the skills requisite for long-term employment.

According to the documentation and insightful discussions during a site visit with the Department of Human and Social Services, where she was placed, Ms. Danielle has distinguished herself as a confident, industrious, and tenacious trainee. Her remarkable reliability is evident in her ability to promptly respond to phone calls and effectively convey messages. Her verbal proficiency in both Samoan and English is commendable, enabling her to navigate her work environment with ease and professionalism.

Today, Ms. Danielle has successfully transitioned into a career service employee for the Department of Human and Social Services, where she diligently serves as an office clerk. In this capacity, she earns \$7.25 per hour, working a full-time schedule of 40 hours per week. This employment not only affords her financial stability but also stands as a testament to her resilience and determination to forge a better life for herself and her son.

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Success story #2

Nela Savusa

Age: 22 years old

High School Diploma Certificate

No work experience

Application date: April 2024

Work-Based Learning start date: October 2024

Transitioned as Career Service Employee: July 2025

Nela Savusa is a single mother of two boys. Ms. Savusa is financially supported by her parents. She has completed her high school education. The experience of raising two sons as a single mother has been defined by both significant hardship and immense dedication, requiring her to shoulder the full weight of providing for and guiding her family alone.

Ms. Savusa applied with one of the Workforce Innovation and Opportunity Act (WIOA) programs called the Summer Youth Employment Program (SYEP) in April 2024. In June 2024, she was then selected to be one of the SYEP participants for 2024 within the Department of Human & Social Services (DHSS). We received an evaluation and a letter of request from the Department requesting to hire her as a Work-Based Learning (WBL) which is also one of the WIOA programs. After the 8 weeks of the SYEP program, she started as a WBL participant in October 2024. She has been working for WBL for 6 months. In July 2025, she was converted to a permanent position within the Department of Human & Social Services (DHSS). Throughout the program, we have received good feedback from DHSS regarding the applicant's attendance, behavior, and the job that is given to her, always considered done. This program or opportunity really helps her to raise her two sons and have a better life..

Accomplishments:

July - August 2024 Summer Youth Employment Program Theme: Yes, YOU Can!

This year marked another successful Summer Program designed specifically for the youth of American Samoa, showcasing the theme of empowerment and self-efficacy with the slogan "Yes YOU Can!" This initiative successfully placed over 600 enthusiastic participants in various

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worksites across the region for a duration of six weeks, with each participant engaging in valuable work experiences for four hours each day. Despite facing a significant decline in participant numbers compared to previous years, the program demonstrated resilience and ultimately concluded on a positive note.

The Summer Youth Employment Program (SYEP) 2024 was strategically focused on providing experiential training exclusively within the worksites throughout the entirety of the program's duration. It is noteworthy that, due to the limited timeframe available this year, no extracurricular events were organized, which could have otherwise enriched the participants' experiences. The primary objective of this streamlined approach was to maximize training opportunities for both the participants and the employers/worksites involved in the program.

Reflecting on experiences from previous years, some employers expressed frustration over the insufficient time allotted to complete their training schedules effectively. They emphasized their desire for more engagement with the youth in additional workplace programs that would not only enhance the participants' skills but also be advantageous for their future career prospects. For instance, the Department of Works took a proactive approach by meticulously arranging site visits every other day of the week for the participants. These visits enabled the youth to explore a diverse array of hands-on tasks and responsibilities performed on a daily basis within the various work environments. Such exposure is invaluable, as it provides the young participants with a clearer understanding of the practical applications of their training and the skills they are developing. Ultimately, this program not only aims to equip the youth with essential work experiences but also instills a sense of confidence and capability, reinforcing the idea that indeed, "Yes, YOU Can!"

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Conclusion:

This program year has been somewhat scaled back compared to the preceding year, ultimately enabling the staff and leadership to execute the programs and services with greater effectiveness and efficiency. One of the most significant advancements this year is the Hire American Samoa System (HASS). The contractor GEOSOL has adopted a more proactive stance with the team, particularly following the transition from Guam’s Hire System. The team has adeptly applied the training received in the previous program year, resulting in a remarkable enhancement in data collection and input processes. Investing in the HASS, as it rightfully deserves, will undoubtedly highlight and showcase the diligent efforts of the staff. The GEOSOL team has excelled in effectively communicating and training the WIOA staff. Clear and concise procedures have now been established to rectify errors within the system, thanks to the enhanced understanding of the HASS among the team. In contrast, the previous year saw minimal knowledge among the staff regarding the underlying issues, which hindered GEOSOL's ability to provide guidance on the necessary steps to resolve the problems.

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The infographic is set against a blue background. On the left, the Seal of American Samoa is shown, featuring a bird, a ship, and a cross. Below it, text provides area, population, and capital. A map of the islands is shown above a world map. On the right, the American Samoa flag is displayed on a pole. The flag has a blue top and bottom section, a white middle section with a red border, and an eagle with a shield and a spear. Text at the top right reads 'EA 'A FEILOA 'IGA MAI AMERIKA SAMOA Greetings from AMERICAN SAMOA UNINCORPORATED TERRITORY OF THE UNITED STATES'. Below the flag, three columns of text describe unique features, famous events, and historical facts.

Seal

EA 'A FEILOA 'IGA MAI AMERIKA SAMOA Greetings from **AMERICAN SAMOA**
UNINCORPORATED TERRITORY OF THE UNITED STATES

Area: 199 km²
Population: 55,689
Capital: PAGO PAGO

UNIQUE

AN ISLAND NATION

- Under the administration the United States and located in the South Pacific it is home to pristine beaches and reefs.

THE HIGHEST RATE OF MILITARY ENLISTMENT

- Of any U.S. state or territory.

FAMOUS

MOON ROCKS AND THE U.S. FLAG

- President Richard Nixon gave three moon rocks to the American Samoan government, and these are on display in the Jean P. Haydon Museum, along with a flag carried to the moon on one of the missions.

HISTORY

PROTOPOLYNESIANS

- Around the year 1000 B.C., the islands were settled by Protopolynestians.

DUTCHMAN JACOB ROGGEVEEN

- Was the first known European to sight the Samoan Islands in 1722, calling them the "Baumann Islands".

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