



# PROGRAM YEAR 2024

## ANNUAL REPORT NARRATIVE

WORKFORCE INNOVATION AND OPPORTUNITY ACT

## EXECUTIVE SUMMARY

The Guam Department of Labor (GDOL) continues to implement improvements to the Workforce Innovation Opportunity Act (WIOA) programs to expand employment opportunities for the people of Guam. Comprehensive efforts are underway to redefine and maintain workforce development collaboration with partners. As a prelude to the advent of AI technology skills training, the GDOL is poised to provide training for its staff, and upon completion of training, will implement the AI training opportunities to our youth and adult participants. AI literacy will revitalize Guam’s economy and technology. Pursuant to federal guidance the department receives, it is ready to begin training of this magnitude to increase access and services with the building of AI skills for participants and others who enter our doors at the American Job Center (AJC). Workforce development is undergoing a tremendous transition to help workers reach high-wage employment with the talent and skills employers seek. This includes the registered apprenticeship program, a work-based learning model for occupational skills training. AI will be the dominant economic driver of the future.

Industry-driven strategies and incentives have been put in place to assist those seeking employment, and the AJC staff are ready to help with the workforce and their needs to be gainfully employed. The challenge is effective implementation across various career pathways, with case managers ready and willing to help, and with the partnerships GDOL has established through WIOA programs, the In-School Youth (ISY) program, and boot camps offered at the Guam Community College (GCC). The department stands ready to move forward with workforce training to rebuild and strengthen its economy and industries, meeting the demand for improved, upgraded economic growth. The department wants to make workforce development programs and services a realistic, sustainable priority to address unemployment and ensure job seekers have access to training and credentialing that steers them towards self-sufficiency with good jobs.

GDOL receives Federal funds from the U.S. Department of Labor and Employment and Training Administration (U.S. DOL ETA) for programs and services under Title I of the WIOA and Title III, as amended, for those served by Wagner-Peyser employment services, as well as other federal programs at the AJC.

## Economic Outlook

Bureau of Labor Statistics (BLS) Quarterly Report on Unemployment

The [Unemployment Rate in Guam for June 2025](#) was 3.2 percent, a decrease of 0.2 percentage points from the March 2025 figure of 3.4 percent, and a reduction of 0.8 percentage points from the June 2024 figure one year earlier of 4.0 percent.

Employment	Jun 2024	Sep 2024	Dec 2024	Mar 2025	Jun 2025	Percent Change (One Year)
<i>Private Sector</i>	52,280	52,640	52,640	51,900	51,350	-1.8%
<i>Federal Government</i>	3,820	4,050	4,050	4,010	3,890	1.8%

<i>Government of Guam</i>	11,810	11,890	11,980	11,890	12,320	4.3%
Total Employment	67,910	68,580	68,670	67,800	67,560	-0.5%

<b>Weekly Earnings</b>	<b>Jun 2024</b>	<b>Sep 2024</b>	<b>Dec 2024</b>	<b>Mar 2025</b>	<b>Jun 2025</b>	<b>Percent Change (One Year)</b>
Private Sector Non-supervisory	\$712.97	\$695.56	\$712.27	\$707.16	\$703.50	-1.3%
GovGuam-All Branches	\$1,229.05	\$1,284.43	\$1,321.50	\$1,319.48	\$1,221.61	-0.6%

<b>Unemployment Rate</b>	<b>Jun 2024</b>	<b>Sep 2024</b>	<b>Dec 2024</b>	<b>Mar 2025</b>	<b>Jun 2025</b>	<b>Change (One Year)</b>
	4.0%	3.4%	3.9%	3.4%	3.2%	-0.8

## WAIVERS

For Program Year 2024, GDOL received a consolidated grant under TEGL 12-23, which states that the Act allows outlying areas to submit a single application to the Secretary of Labor for consolidated Adult, Youth, and Dislocated Worker funds. This will ensure that individuals can access and receive the employment and training services they are eligible for, so that they may become employed or advance in employment.

## EVALUATIONS

GDOL was included in the Evaluation Peer Learning Cohort (EVAL PLC) technical assistance (TA) training for WIOA Title I Program. Guam’s capstone project was to conduct a Customer Satisfaction Survey to capture data from clients and individuals who enter the AJC, as well as to better learn how the AJC can enhance and improve services to the public.

Details of the Evaluation Toolkit and proposed questions from the Customer Satisfaction Survey were shared with the AJC staff. The GDOL Administrators conducted a "dry run" on January 16, 2025, using the Customer Satisfaction Survey with the AJC staff to get an idea of how this would work for our capstone project for the WIOA programs.

The Customer Satisfaction Survey used for our WIOA capstone project is attached. A modification was submitted to include minors, a protected population, who were also participants in the WIOA ISY program, although no minors responded to the survey. There were 9 questions on the survey for respondents to answer.

We looked at two (2) Action Planners for our capstone project for Guam’s WIOA programs:

1. The Evaluation Readiness Assessment and
2. The Evaluation Design and Implementation Assessment.

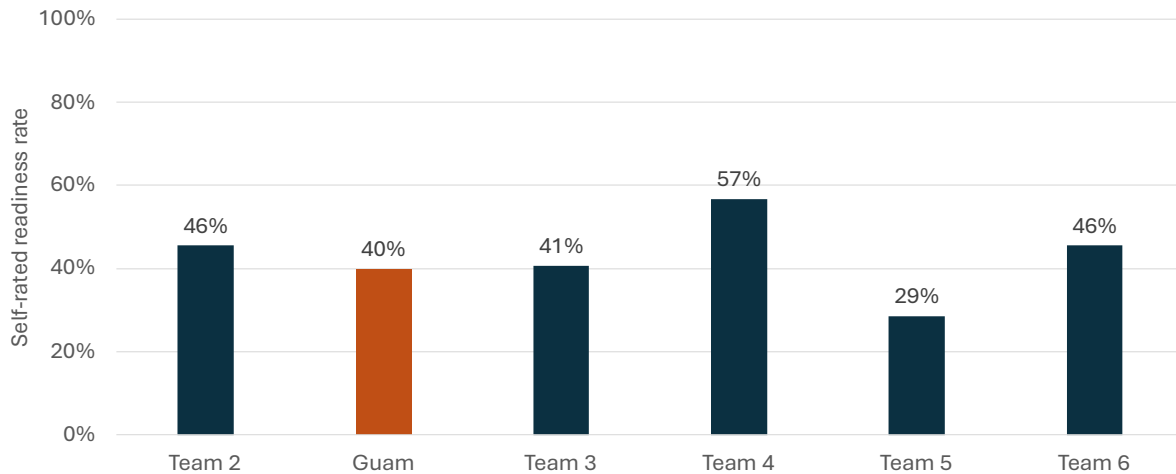
## Evaluation Readiness Assessment (ERA)

The Guam team members engaged in an ERA with 5 section topic areas and rated our readiness to evaluate Guam’s WOA programs with our project.

- Team members rated their readiness across five topic areas on a scale from 1 through 5:
  - Evaluation Culture and Awareness
  - Funding Strategies
  - Data Management
  - Staff Skills, Capacity, and Knowledge
  - Strategic Planning
- “Readiness rates” are calculated by taking the average (mean) of team members’ responses (1-5) to each statement divided by the total possible points.
  - Example: In the “Evaluation Culture and Awareness” section, there are four statements. The highest rating would be a 5 for each statement, equalling out to 20 possible points. In an example shown below, the team’s collective rating is a 10.6, which equates to 53%.

Section 1		Evaluation Culture and Awareness					
		<i>Do agency staff and partners understand the benefits of evaluation, use evidence-based results to inform decisions, and plan to conduct evaluations to add to the existing evidence base?</i>					
Ratings:	1—Not at all	2—Making progress, but a long way to go	3—Have some of this, sometimes	4—Yes, in place now	5—In place and exceeding		
Statement	Rating (Choose One)					Notes	Evaluation Toolkit References
	1	2	3	4	5		
1. Agency staff and partners are familiar with available resources for evidence-based research and evaluation and regularly review recent reports to inform decisions.	✓✓	✓				<b>1.3</b>	Sections 1.1, 1.2, 1.3, 2.1 Pages 1-11
2. Agency staff work strategically to cultivate cross-agency relationships and support for evaluation from the Governor’s office, State Workforce Boards, agency heads, and State Legislative staff.		✓	✓	✓		<b>3.0</b>	Sections 1.1, 1.2, 1.3, 2.1 Pages 1-11
3. The agency promotes partnerships with universities, foundations, or other entities that have the capacity to conduct evaluation		✓✓✓				<b>2.0</b>	Sections 1.1, 1.2, 1.3, 2.1 Pages 1-11
4. When planning to implement new or revamped programs and services, agency staff and partners regularly consider effective evaluation strategies.				✓✓	✓	<b>4.3</b>	Sections 1.1, 1.2, 1.3, 2.1 Pages 1-11

# Overall Evaluation Readiness Rates for 2024 EvalPLC Teams

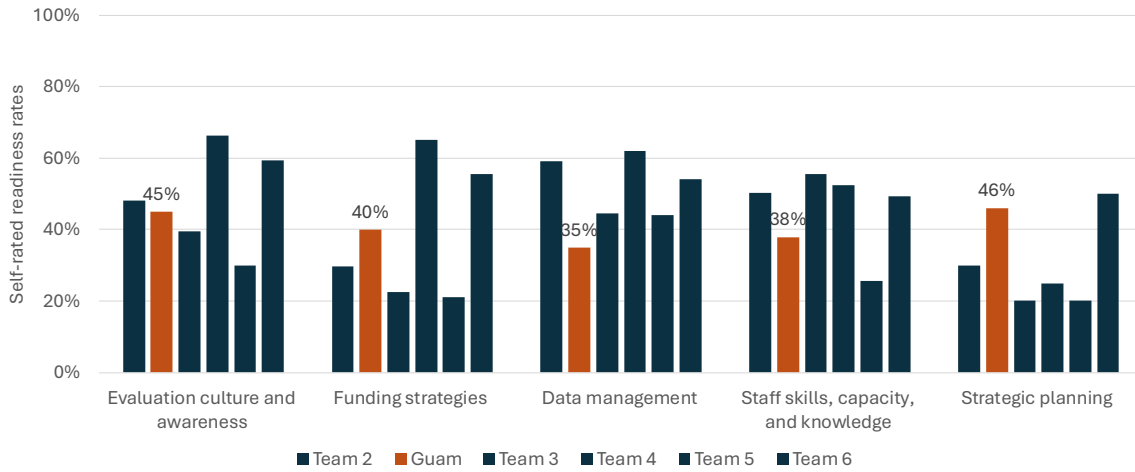


## Evaluation Culture and Awareness Discussion

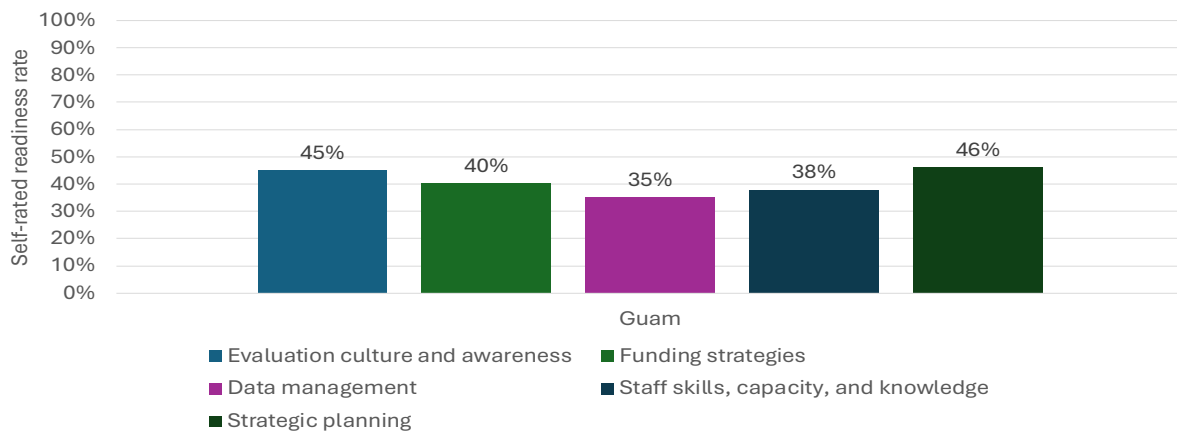
The purpose of this training was to effectively and efficiently measure the use of the WIOA Title I and III program funds; to better upgrade and improve services to the community, including businesses. Evaluation was used as a management tool. It is a necessary tool to support evidence-based decision-making, and the need for reliable data. Real time data is needed to identify what needs to be upscaled within WIOA programs to keep talent on the island and infuse the workforce throughout the island's economy. The fundamental element that needs to be solidified is a public-private partnership so that Guam's economy can have new life.

The ultimate initiative for the capstone project is to acquire data from the survey and to determine how career and business services for programs and services are better offered and provided at the AJC, including individualized career services, bootcamp enrollment with WIOA partnerships, Registered Apprenticeship programs, and other services available. We utilized all the available programs at AJC, WIOA, Registered Apprenticeship, Senior Community Service Employment Program (SCSEP), and the National Dislocated Workers' Grant (NDWG). What also needs to be considered is the development of other markets for other professions available to entrepreneurs, as well as the advent of AI, etc. The other single most important aspect of this TA training is to build capacity among AJC staff.

# Readiness Rates by Assessment Topic Area



# Guam's Readiness Rates by Assessment Topic Area



## CUSTOMER SATISFACTION

### PY2024 PERFORMANCE DATA ON CORE AND CUSTOMER SATISFACTION MEASURES

Which type of user best describes you?		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">Youth (18 years old or less)</a>	2	5.9%
<a href="#">Jobseeker</a>	27	79.4%
<a href="#">Other</a>	5	14.7%
		<b>Total: 34</b>

Indicate the primary purpose for which you will be using this information		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">Job Search</a>	25	73.5%
<a href="#">Locate education or training providers</a>	3	8.8%
<a href="#">Just looking around</a>	3	8.8%
<a href="#">Employer looking for candidates</a>	1	2.9%
<a href="#">Other</a>	2	5.9%
		<b>Total: 34</b>

It was easy to find information		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">Strongly Agree</a>	10	29.4%
<a href="#">Agree</a>	19	55.9%
<a href="#">Neither Agree or Disagree</a>	5	14.7%
		<b>Total: 34</b>

The data was easy to understand		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">Strongly Agree</a>	11	32.4%
<a href="#">Agree</a>	18	52.9%
<a href="#">Neither Agree or Disagree</a>	5	14.7%

The data met my needs		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">Strongly Agree</a>	8	23.5%
<a href="#">Agree</a>	21	61.8%
<a href="#">Neither Agree or Disagree</a>	5	14.7%
		<b>Total: 34</b>

Overall, how would you rate your visit with this website?		
Answer	Number of Times Answered	Percent of Times Answered
<a href="#">Excellent</a>	17	50.0%
<a href="#">Good</a>	10	29.4%
<a href="#">Fair</a>	5	14.7%

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	5.9%
		<b>Total: 34</b>

## STATE STRATEGIES

The AJC continues to work with core partners to provide access to workforce development training and job placement services that are easily accessible across core programs. The following are key strategies that have been implemented to ensure service alignment, which provides for positive outcomes:

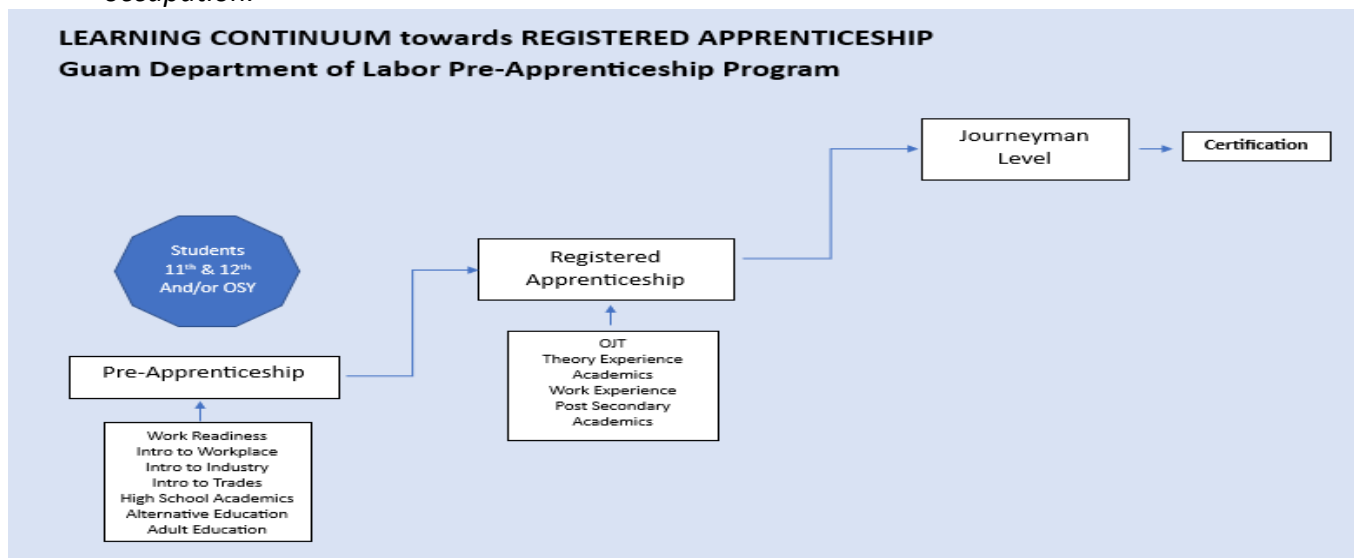
### PRE-APPRENTICESHIP

#### Year-Round In-School Youth (ISY) Program

The Year-Round ISY Program is designed to support students enrolled in high school as they navigate academic challenges, explore career paths, and prepare for future opportunities in education or employment.

The ISY Program Winter Session includes work-readiness workshops that prepare students for real-world employment, including resume writing, interview preparation, work ethics, communication skills, and respecting peers. The goal of the ISY is to enroll eligible 11th-grade students who will receive two (2) years of occupational training and work experience. The program requires that students reach their full potential and acquire marketable skills upon graduation. Below are key components of the ISY Program and a snapshot of the Department’s Pre-Apprenticeship Learning Continuum:

- *Christmas Break: Each student is provided occupational skills training in a classroom setting for two weeks or 64 hours (32 hours per week)*
- *Spring Break: Each student is provided occupational skills training in a classroom setting for one (1) week or 32 hours.*
- *Summer Break: Six (6) weeks of working with an employer/industry in the student’s desired occupation.*



GDOL partners with the Guam Department of Education (GDOE) to ensure students receive School-to-Work credit that goes toward their high school graduation requirements and provides valuable real-world experience toward apprenticeship and internship. The program has seen so much success that several students have been hired directly by employers upon completing their internships.

For ISY Year 2024-2025, the department enrolled 68 youth participants. Of the 68 participants, 60 were seniors who graduated, leaving 16 who did not graduate. Of the 16, 14 will not continue in the program and will focus on credit recovery to achieve their high school diploma. Two (2) have requested to participate and will carry over into SY2025-2026, along with eight (8) returning Juniors, totaling ten (10) returnees. A total of 17 Seniors, or 28.33%, who graduated have entered into unsubsidized employment, some with the employer they performed their summer employment.

More high school students from various schools in Guam are taking major steps toward their future careers through the Guam Department of Labor's Year-Round In-School Youth Program Winter Session. The program began on December 23, 2024, and wrapped up on January 3, 2025. A total of seventy-three (73) high school students participated in two distinct course tracks designed to enhance their career-readiness skills. While one group trained in Customer Service at the Guam Community College (GCC), the other gained hands-on experience in Core Curriculum and Electrical Level I at the Guam Contractors Association (GCA) Trades Academy.



The Director of the Guam Department of Labor (GDOL), emphasized the importance of such programs in providing local youth with critical skills for the future. This program provides students with critical skills and knowledge that will help them succeed in future employment opportunities. He said that programs like these provide critical pathways for our youth to gain valuable industry knowledge and hands-on

experience, giving them a competitive edge in the workforce and contributing to Guam's economic growth.

The Year-Round In-School Youth (ISY) Program is a key initiative that helps students explore potential career pathways. It also serves as an alternative to enrolling in traditional college courses, offering practical experience and exposure to various industries. All seventy-three (73) students have identified occupational interests and potential employers, which will set the stage for their continued enrollment in the Summer Internship program.

Students who complete the Winter Session will not only earn certifications in their respective fields but will also be eligible for summer job opportunities. This will help them transition into the workforce and apply their new skills. This initiative helps build skills and empower our youth, giving them confidence and ensuring they have the tools needed to succeed in their future endeavors. Completion of the Winter Session enables these students to advance in their career pathways and succeed. The department is proud of these students and excited to see how they will contribute to Guam's workforce.



## **APPRENTICESHIP**

The Guam State Apprenticeship Agency (GSAA) continues to strengthen industry partnerships and foster relationships within the private sector and in-demand sectors such as construction, healthcare, education, automotive, information technology, and telecommunications to expand workforce development initiatives.

Incorporated into Guam's sector strategy is alignment with WIOA on apprenticeship, utilizing work-based training models. Utilizing WIOA's Transitional Jobs Training/Work Experience/On-the-Job Training components as the recruitment strategy for registered apprenticeship for our participants, allows the department to invest and refer the right candidates who may lack work experience to employers who provide training to those who have the drive to work. The transitional job will then lead to Registered Apprenticeship – on-the-job learning, which is funded 100% by employers who will then have the

opportunity to take advantage of Guam’s Registered Apprenticeship Program (GRAP), where employers receive up to fifty percent (50%) of apprenticeship costs as a tax credit towards their Business Privilege Tax (BPT).

**Guam Registered Apprenticeship Program (GRAP)**

GRAP offers eligible businesses a tax credit equal to 50% of an apprentice’s eligible training costs. These costs can include direct wages, fringe benefits, and instructor or training expenses. To be eligible, businesses must be enrolled and registered with the Guam Department of Labor and have apprentices who are registered in the program.

The goal of the GRAP is to reduce the shortage of highly skilled workers and encourage employers to hire and train their workforce through a structured program, such as a registered apprenticeship. The table below provides information on apprentices and tax credits issued in the last two fiscal years.

Guam’s Tax Credit

FISCAL YEAR	TAX CREDIT	NO. OF APPRENTICES	NO. OF COMPLETED APPRENTICES
2025	\$12,619,619.03	410	37
2024	\$10,848,959.38	387	26

**Industry Driven Bootcamps**

In PY2024, the Guam Community College (GCC) recruited for six (6) bootcamps in in-demand industries: Truck Driving, Construction, Environmental Technician, Certified Nursing Assistant, and Ship Repair. As part of Guam’s efforts to capture workforce data, individuals interested in attending the Guam Community College Bootcamps must register at the American Job Center. This requirement allowed for career and training services be delivered to individuals interested in attending. Below is the completion information for the Bootcamps completed in PY2024:

Bootcamp	Total Registered	Total Accepted by GCC	Total Co-Enrolled in WIOA	Total Completed	Success Completion %
Truck Driving	24	18	0	7	38.89%
Construction	24	12	0	12	100%
Certified Nursing Assistant	75	21	0	10	47.62
Environmental Technician	40	18	14	13	72.22%
Ship Repair XIII	41	16	14	16	100%
Ship Repair XIV	31	12	9	9	75%
<b>OVERALL TOTAL:</b>	<b>235</b>	<b>97</b>	<b>37</b>	<b>67</b>	<b>69.07%</b>

# THE 2025 GUAM APPRENTICESHIP FORUM

PACIFIC ENGAGEMENT, EXPANSION & INNOVATION

HYATT REGENCY GUAM GRAND BALLROOM | APRIL 29, 2025  
TUMON, GUAM | 7:30 A.M. - 2:45 P.M.

- Learn how to grow your business through apprenticeship and save 50% on your employees with tax credits
- GDOL can customize a Guam Registered Apprenticeship Program (GRAP) on over 1,200 job titles to fit your business needs
- Connect and hear testimony from other GRAP employers and learn how their businesses have saved close to 11 million dollars

## Guam Department of Labor Guam Registered Apprenticeship Forum

The GSAA conducted the 2025 Guam Registered Apprenticeship Forum on Tuesday April 29 at the Hyatt Regency Guam Hotel in Tumon. There were approximately 150 participants from both the private and public sectors. One of the main events of the forum was a proclamation signing which designated April 30th 2025 as National Apprenticeship Day on the Island of Guam. Speakers for the forum were mainly representatives from the private sector. Panel discussions centered around registered apprenticeship from the perspective of the employers and the employer incentives available to Guam employers who become registered apprenticeship sponsors/employers.

This one-day, free event was open to businesses interested in saving money through tax credits offered by GRAP while developing a skilled workforce.

The Guam Apprenticeship Forum featured expert panel discussions, industry insights, and everything one needs to know about Registered Apprenticeship programs, including GRAP. Attendees heard from actual GRAP employers about how the program has helped their businesses and how it can benefit others looking to build a stronger workforce. Participants gained valuable knowledge about how the apprenticeship program offers hands-on training and financial incentives.

The forum featured panelists from GRAP sponsors, industry experts, a plenary session, and success stories from apprentices who have been through the program. Participants left with valuable resources and a

better understanding of how to take actionable steps toward integrating apprenticeship into their establishments.

After the forum, an after-action report was created detailing positive feedback from business owners about the benefits of the Guam Registered Apprenticeship Tax Credits. In addition, return on investment analysis was made within a 6-month period of the forum’s date to determine the forum’s success, with key performance indicators being apprenticeship numbers. The total cost of the apprenticeship forum, which includes event logistics and wages for staffing the event, was \$15,016.06. During the 6-month period, there have been 189 new apprentices for GRAP. Compared to last year’s 6-month period which only had 85 apprentices, we saw a 122% increase in apprenticeship numbers. Calculating the increase of 104 apprentices from the previous year, our investment of \$15,016.06 can be broken down to \$144.39 cents spent per new apprentice in the program.

**NEW REGISTERED APPRENTICESHIP SPONSORS**

<b>PROGRAM NUMBER</b>	<b>SPONSOR NAME</b>	<b>REGISTRATION DATE</b>
2025-GU-133389	ADJ Automotive Repair Services, LLC	3/26/2025
2025-GU-132484	AM Insurance	1/16/2025
2025-GU-133295	Guam Department of Parks and Recreation	4/15/2025
2024-GU-130454	M.G. Huffer Adventures in Learning Child Development Center	8/8/2024
2025-GU-133222	Oceania Elevator Company, LLC	3/14/2025
2025-GU-131754	Supreme Group Guam, LLC	11/15/2024

**WORKFORCE DEVELOPMENT COLLABORATION WITH PARTNERS**

**Supplemental Nutrition Assistance Program (SNAP), Guam Employment Training Program (GETP)**

The Guam Department of Labor has signed a Memorandum of Understanding (MOU) with the Department of Public Health and Social Services (DPHSS) to leverage resources available through the American Job Center, whose vision is to empower individuals to be preferred employees through a shared community vision that brings opportunities to Guam’s workforce to achieve and sustain a better quality of life.

**Residential Substance Abuse Treatment (RSAT) Program**

The American Job Center (AJC), in partnership with the Guam Behavioral Health and Wellness Center and the Department of Corrections, continues to provide staff-assisted services for incarcerated individuals with the tools and support needed to break free from addiction and prepare for a healthier re-entry into the community. In Program Year 2024 the AJC received 12 referrals, and all were registered in AJC’s HireGuam system. Below is the breakdown of the 12 referrals:

- 4 – Currently employed
- 3 – Currently receiving staff-assisted services
- 4 – Pending assessment with American Job Center
- 1 – Pending Release

## **BUSINESS SERVICE UNIT**

### **Expansion of Employer Partnerships with WIOA:**

The Business Services Unit (BSU) focused on expanding our outreach to employers and promoting participation in our Work Experience (WE), Transitional Job Training (TJT), and On-the-Job Training (OJT) programs.

- 14 application packets were distributed to prospective employer partners.
- 4 completed applications have been received and are currently under review with our office.

These efforts reflect our continued commitment to building strong partnerships with employers to support workforce development and create valuable training opportunities for job seekers.

### **Engagement with Potential Work Sponsors:**

Guam AJC actively engaged with 89 employers across various industries to promote our Work Experience (WE), Transitional Job Training (TJT), On-the-Job Training (OJT), and Year-Round (Summer Youth Employment) programs.

- 22 employers have confirmed participation in the Year-Round (Summer Youth) program.
- 4 employers have submitted applications to become official Work Sponsors.

These engagements reflect growing interest and support from the business community, as we continue building partnerships to provide valuable training and employment opportunities for our workforce.

## **INTRODUCTION TO AI EDUCATION**

On April 23, 2025, President Trump issued Executive Order 14277, ***Advancing Artificial (AI) Education for American Youth***. AI is rapidly transforming the modern world, driving innovation across industries and reshaping the economy. This is a technological revolution, where we must provide our Nation's youth with opportunities to cultivate the skills and understanding necessary to use and create the next generation of AI technology. We are entering an AI-driven economy.

State and local workforce development boards are encouraged to use WIOA Title I Youth, Adult, and Dislocated Worker programs to help participants develop AI skills, for Industry-Driven Skills Training to address workforce needs for in-demand skilled trade careers (like Western Pacific training for Mariners, a recent new Eligible Training Provider with GDOL, and ship repair with Guam Cabras Marine) as well as high-growth and emerging industries to encourage and support individuals willing to be trained in AI skills sets.

**PERFORMANCE ACCOUNTABILITY**

**Guam’s Negotiated Performance Levels for PY2024**

WIOA Title I Adult/Dislocated Worker/Youth	Employment Rate – 2 <sup>nd</sup> Qtr after Exit	Employment Rate – 4 <sup>th</sup> Qtr after Exit	Median Earnings 2 <sup>nd</sup> Quarter After Exit	Credential Attainment Rate	Measurable Skill Gains
Adult – Negotiated Targets	<b>Baseline</b>	<b>Baseline</b>	<b>Baseline</b>	<b>Baseline</b>	<b>Baseline</b>
Adult - Actual	---	---	---	---	---
Dislocated Worker – Negotiated Targets	<b>Baseline</b>	<b>Baseline</b>	<b>Baseline</b>	<b>Baseline</b>	<b>Baseline</b>
Dislocated Worker – Actual	---	---	---	---	---
Youth – Negotiated Targets – 2 <sup>nd</sup> & 4 <sup>th</sup> Quarter after Exit	<b>Ed. &amp; Empl. 2<sup>nd</sup> Qtr. After Exit Baseline</b>	<b>Ed. &amp; Empl. 4<sup>th</sup> Qtr. After Exit Baseline</b>	<b>Baseline</b>	<b>Baseline</b>	<b>Baseline</b>
Youth – Actual	---	---	---	---	---
Wagner-Peyser	Employment Rate – 2 <sup>nd</sup> Qtr after Exit	Employment Rate – 4 <sup>th</sup> Qtr after Exit	Median Earnings		
Negotiated Targets	70.0%	71.0%	\$7,400	---	---
Actual	---	---	---	---	---

STATEWIDE PERFORMANCE REPORT								
PROGRAM: WIOA Youth			PROGRAM/TITLE					
STATE: Guam		Title I Local Area:		Title I Adult		Title II Adult Education		<input type="checkbox"/>
REPORTING PERIOD COVERED		To : 6/30/2025		Title I Dislocated Worker		Title III Wagner-Peyser		<input type="checkbox"/>
From : 7/1/2024				Title I Youth		Title IV Vocational Rehabilitation		<input type="checkbox"/>
<b>SUMMARY INFORMATION</b>								
Grant Summary Item	Career Services		Training Services		Additional Information			
Participants Served	210		135		N/A			
Participants Exited	98		60		N/A			
Funds Expended	\$1,096,343		\$483,807		N/A			
Cost Per Participant Served	\$5,221		\$3,584		N/A			
Percent Training Related Employment	N/A		4.0%		N/A			
Percent enrolled in more than one core program	N/A		N/A		100.0%			
Percent Admin Expended	N/A		N/A		10.0%			
<b>BY PARTICIPANT CHARACTERISTICS - Total Statewide</b>								
Performance Item	Total Participants Served - Cohort Period: 7/1/2024-6/30/2025	Total Participants Exited - Cohort Period: 4/1/2024-3/31/2025	Employment Rate (Q2) Num	Employment Rate (Q2) Denom	Employment Rate (Q2) Rate	Employment Rate (Q4) Num	Employment Rate (Q4) Denom	Employment Rate (Q4) Rate
Total Statewide - Negotiated Target	N/A	N/A	N/A	N/A		N/A	N/A	
Total Statewide - Actual	210	98	30	61	49.2%	27	50	54.0%
<b>BY PARTICIPANT CHARACTERISTICS - Total Statewide</b>								
Performance Item	Median Earnings	Credential Rate Num	Credential Rate Denom	Credential Rate	Measurable Skill Gains Num	Measurable Skill Gains Denom	Measurable Skill Gains Rate	
Total Statewide - Negotiated Target		N/A	N/A		N/A	N/A		
Total Statewide - Actual	\$5,131	15	40	37.5%	115	152	75.7%	

**Programs Summary Report – Region: Guam: PY2024 (7/1/2024 to 6/30/2025)**

Category	Total
WP - Total Participations	1,010
WP - Total Active Cases	324
WP - Total Exited Cases	686
WP - Total Cases in Follow Up Services	906
WP - Total Cases with Entered Employment	74
WIOA - Total Participations	651
WIOA - Total Active Cases	208
WIOA - Total Exited Cases	443
WIOA - Total Cases in Follow Up Services	515
WIOA - Total Cases with Entered Employment	88
WIOA - Total Cases with Training Related Employment	7
Total Employers Served	357
<b>Category</b>	<b>Total</b>

With regards to Performance Measures, the GDOL has updated numerous American Job Center (AJC) workforce policies to include AJC-011 Data Validation and AJC-012 Common Exit. Complete copies of the 2 policies are attached as appendices.

### WIOA - EFFECTIVENESS SERVING EMPLOYERS

<b>STATE:</b> Guam		<b>PROGRAM YEAR:</b> 2024		Certified in WIPS: 9/26/2025 1:32 AM EDT	
<b>PERIOD COVERED</b>					
From ( mm/dd/yyyy ) : 7/1/2024 8:00 AM EDT			To ( mm/dd/yyyy ) : 6/30/2025 8:00 AM EDT		
<b>REPORTING AGENCY:</b>					
Guam Department of Labor					
<b>EFFECTIVENESS IN SERVING EMPLOYERS INDICATOR</b>					
<b>Combined Result Across All WIOA Core Programs</b>		<b>Numerator</b>	<b>Denominator</b>	<b>Rate</b>	
Number and Percent of Participants Employed with the Same Employer in the 2nd and 4th Quarters After Exit		97	152	63.8%	
<b>REPORT COMMENTS/ CERTIFICATION</b>					
<b>Report Comments:</b>					
<b>Certifying Official</b>					
<b>Name:</b> Valerie Gonzales					
<b>Title:</b>					
<b>Email Address:</b> valerie.gonzales@dol.guam.gov					
<b>Phone Number:</b>					

### Governor’s Statewide Reserve Funds

Guam is a single state with no local areas and has a one fully functional American Job Center located in the capital of Guam – Hagatna. The Governor’s Statewide funds pay for the operations of the American Job Center that contributes core partner programs shared outcomes.

### Rapid Response

There were no services offered this program year for layoff aversion. A new policy, AJC-046 was prepared for the department’s Business Services Unit reference for Rapid Response and Layoff Aversion.

## **WAGNER-PEYSER ACT – Unemployment Insurance (UI) – not applicable to Guam**

There is no Unemployment Insurance in Guam. Although it has been proposed, it could take years before such a program could be implemented on island. A feasibility study was conducted in 2022 to assess whether a program design would be feasible for Guam and whether something similar to a local unemployment program would ever materialize. This would require a budget and discussions with businesses on Guam to determine whether it is doable and what would be required. This endeavor was considered for Guam but no action has been taken to implement such a program or proposal.

## **National Dislocated Worker Grant (NDWG)**

The Guam Department of Labor’s National Dislocated Worker Grant (NDWG) period of performance was May 23, 2023 to May 1, 2025, with a total funding award of \$7,961,719.00. A total of 29 worksites participated in the NDWG program. As of April 30, 2025, 409 participants were processed in the NDWG program. However, 28 did not show up for enrollment activities and worksite placement, resulting in 381 participants enrolled. Of the 381, 94 were exited due to unsubsidized employment or 24.6%. A total of 157 completed the program and are now receiving employment services for job placement, while 57 were terminated for cause, and 69 resigned due to personal reasons. Four have passed away.

We closed our National Dislocated Worker Grant on May 1, 2025, with a total expenditure of \$7,376,816.56 or 92.65% of grant funds, which allowed for the following grant activities achieved in PY2024:

Group	SubGroup	Total
Gender	Female	103
	Male	278
Hispanic	No	359
	Yes	6
Race	White	13
	African American / Black	5
	American Indian / Alaskan Native	5
	Asian	35
	Hawaiian/Other Pacific Islander	344
	Middle Eastern / North African	5
Recently Separated Veteran	I do not wish to Answer	7
	No	380
	Yes	1

GDOL had a partnership for the NDWG program with the agencies as follows:

Department of Parks and Recs, Department of Public Works, Office of Civil Defense (Fema-Guam Strong), Veterans Cemetery, Department of Labor (DUA) and the Mayors’ Council for the 19 Mayors offices around the island.

## STATE BEST PRACTICES AND NEEDS

### **Enabling More Parental Opportunity for Work, Excellence and Resources – EMPOWER**

At the beginning of Program Year 2024, the American Job Center engaged in a partnership with the Office of the Attorney General’s Office – Child Support Division. This partnership is a direct result of discussions to engage non-custodial parents who are required by law to fulfil their obligation to provide financial support to their children, many of whom are recipients of public assistance. The American Job Center will assist unemployed non-custodial parents access employment, education, training, and supportive services to succeed in the labor market, and eventually provide job placement services and refer them to job openings.

As of June 2025, this partnership has received 130 referrals from the Child Support Division – Office of the Attorney General, with 86 registered on HireGuam, utilizing the automated labor exchange system, and 25 receiving staff-assisted basic career services. The Department has reported that of the 130 referrals, 44 are determined to be non-compliant because they have not participated in self-service or staff-assisted services at the American Job Center.

### **Senior Community Service Employment Program (SCSEP): Embracing experience: Guam marks Employ Older Workers Week**



Government officials hosting a luncheon to celebrate National Employ Older Workers Week, recognizing the vital role of older workers in the workforce.

Guam joined the rest of the nation in observing National Employ Older Workers Week with this year's theme, "Embracing Experience, Empowering Futures." Older workers abide by a work ethic that is reliable, disciplined, and rooted in years of experience.

The annual National Employ Older Workers Week is held during the last full week of September, recognizing the vital role of older workers in the workforce. The weeklong observance aims to increase awareness of this labor segment and develop innovative strategies to tap it.

All Manamko' (Senior Citizens) were recognized as part of the Senior Community Service Employment Program (SCSEP) in Guam and continue to pursue a career. The department celebrated with a series of events highlighting the value and contributions of older workers to Guam's workforce, starting with a proclamation signing ceremony held at Adelup, followed by a luncheon sponsored by several senators.

For PY2024, SCSEP received a total grant amount of \$897,581.00 to enroll 93 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 PY2024 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 nine (9) SCSEP workers from the program were placed in unsubsidized employment.

A Conference on Aging took place at the Hyatt Hotel in May 2025 and services were provided by the SCSEP case managers for resume building, filling out job applications, and AJC Orientation. SCSEP participants also received supportive services such as transportation reimbursement for attending their training for the duration of the SCSEP program. Those in the Supplemental Nutrition Assistance Program (SNAP) were also encouraged to continue their enrollment with this program, and a GETP with the DPHSS.

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 over fifty on board and pending applicants to be processed with completion of documents to determine qualifications to begin SCSEP training.

Presentations are currently being conducted at other departments and non-profit organizations to increase our host agency listing for participants placements. More applications for SCSEP are pending and may increase for additional participants being reviewed and processed.

## SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP) IN GUAM

SCSEP Host Agencies and Number of Participants			
Host	Total	Host	Total
Agana Hgts. Mayor's Office	1	Agana Public Library	1
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	4	DPHSS (Dept. of Public Health)	1
Tamuning Mayor's Office	1	Guam Dept. of Labor	2
GHURA (Guam Housing)	1	Guam Behavioral Wellness Center	3
Guam Energy Office	1	GEPA (Environmental Protection)	1
Guam Housing Corp.	1	Guam Museum	1
GWA (Guam Waterworks Auth.)	5	Inarajan Mayor's Office	4
Mangilao Mayor's Office	3	MTM Mayor's Office	0
Guam DPR (Parks & Recreation)		Sinajana Mayor's Office	4
Talofofu Mayor's Office	2	Umatac Mayor's Office	1
Yona Mayor's Office	1	Guam Veterans Affairs Office	1
Yigo Mayor's Office	1	Yigo Senior Citizen Center	1
Dededo Public Library	3	GHURA Toto Office	0
Santa Rita Mayor's Office	4	Dept. of Parks & REC	3
Sub-total	29	Sub-total	30
<b>GRAND TOTAL</b>	<b>59</b>		