



December 31, 2020

The Honorable Lourdes A. Leon Guerrero  
Governor of Guam  
Executive Chamber  
P.O. Box 2950  
Agana, GU 96932

Dear Governor Guerrero:

Thank you for your waiver request submission to the U.S. Department of Labor (Department) regarding certain statutory and regulatory provisions of the Workforce Innovation and Opportunity Act (WIOA) and the accompanying plan to improve the statewide workforce development system (enclosed). The waiver request was received on November 24, 2020. This letter provides the Employment and Training Administration's (ETA) official response to your request and memorializes that Guam will meet the outcomes and implement the measures identified in its plan to ensure accountability agreed to by Guam and ETA. This action is taken under the Secretary's authority to waive certain requirements of WIOA Title I, Subtitles A, B, and E, and Sections 8–10 of the Wagner-Peyser Act in WIOA Section 189(i).

**Requested Waiver:** Waiver associated with the requirement at WIOA Section 129(a)(4)(A) and 20 CFR 681.410 to expend 75 percent of local formula youth funds on out-of-school youth (OSY).

**ETA Response:** ETA approves for PY 2020 and 2021, which includes the entire time period for which states are authorized to spend PY 2020 and 2021 funds, the Territory's request to waive the requirement that local areas expend 75 percent of local youth formula funds on OSY. Guam may lower the local youth funds expenditure requirement to 50 percent for OSY. As a result of this waiver, ETA expects that the number of in-school youth (ISY) served will increase and performance accountability outcomes for overall WIOA Youth (including both OSY and ISY) will remain steady or increase for the majority of the WIOA Youth performance indicators.

Guam must report its waiver outcomes and implementation of the approved waiver in the WIOA Annual Report. ETA will use this information to assess continued waiver approval and to identify promising practices that may be adopted more widely.

ETA is available to provide technical assistance to you in support of your goals. The Department proposed additional flexibility in its budgets for Fiscal Years 2018 through 2021 to give governors more decision-making authority to meet the workforce needs of their states.

If you have questions, feel free to contact my office at (202) 693-2772.

Sincerely,

A handwritten signature in blue ink, appearing to read "John Pallasch".

John Pallasch  
Assistant Secretary for Employment and Training

Enclosure

cc: David M. Dell'Isola, Director, Guam Department of Labor  
Nicholas Lalpuis, Dallas/San Francisco Regional Administrator, Employment and Training Administration  
Marian Esver, Federal Project Officer, Employment and Training Administration



DEPARTMENT OF  
**LABOR**

DIPÂTTAMENTON HOMOTNÂT • David M. Dell'Isola, Director • Gerard A. Toves, Deputy Director

Lourdes A. Leon Guerrero  
Governor

Joshua F. Tenorio  
Lieutenant Governor

December 29, 2020

U.S. Department of Labor  
Employment and Training Administration  
90 7<sup>th</sup> Street, Suite 17-300,  
San Francisco, CA 94103-1516

Attn: Carol Padovan – ETA FPO

RE: WIOA Waiver Request for Guam

Hafa Adai!

This letter is written as a waiver request for Guam with Workforce Innovation and Opportunity Act (WIOA) Youth activities funds only.

As part of its new 4-year 2020 Combined State Plan being submitted for Program Years 2020-2023, Guam is requesting consideration of the following waiver which will be new to Guam.

Statutory/Regulatory Provision	Reduce Out-of-School Youth (OSY) Expense Requirement
Reference(s)	<b>WIOA Section 129(a)(4)(A) and 20 CFR 681.410</b>
Recipient	Guam

Guam is requesting for this waiver to lower the Out-of-School Youth (OSY) expenditure requirements for WIOA youth activities state allotment from 75% to 50% of the total funds received.

**The waiver will allow us to provide services and support to our eligible youth to assist them with workforce training and work experience with our youth programs as well as to re-introduce summer youth programs and this includes training to decide which CTE program or career development program or similar programs to pursue with our education partners, the Guam Community College and the University of Guam as well as Eligible Training Providers.**

This is to meet the workforce needs of young workers and employers to increase economic growth in Guam and the region, one of the goals within our State Plan.

Statutory and Regulatory Sections to be Waived: **WIOA Section 129(a)(4)(A) and 20 CFR 681.410.**

## **Projected Programmatic Outcomes from Implementation of Waiver:**

We would like to align youth services with Guam's new Strategic Goals for our new 2020 Combined State Plan to increase the earning capacity of Guam's workforce system customers by maximizing access to employment. Guam Department of Labor is prepared to help the workforce make informed decisions. This requires engaging everyone from parents, to workers to educators and employers to meet workforce needs.

We want to increase the earning capacity of Guam's workforce system customers by maximizing access to and use of skills and credentialing. For Youth, Career Pathways guidance is imperative so the workforce is educated and afforded to develop new skills through training and education for skills enhancement and gainful employment.

We want to increase the earning capacity of Guam's workforce system customers by maximizing access to and use of life management skills. Develop workers to be more qualified in marketable skills obtained through training and apprenticeship programs offered at the American Job Center and in collaboration with credentialing.

We want to increase the earning capacity of Guam's workforce system customers by eliminating barriers to employment. Assessments are to be conducted to gain insight to remove barriers to employment with job seekers who need to upgrade employment skills. Individuals with barriers to employment include youth with disabilities, ex-offenders, low income individuals and long-term unemployed or underemployed residents.

We want to support job seekers and those with barriers to employment. Guam is ready to assist and prepare Guam's youth to be educated and engaged in work experience. We want to reach out to more participants in our next summer youth program. The period for this summer program will be 6 weeks for 2 cohorts and we intend to serve at least 200 youth for the summer program. The program will be administered by the department in partnership with the Guam Department of Education, the Guam Community College (GCC) and the University of Guam (UoG).

Priority will be given to economically disadvantaged in-school youth who are at risk, homeless, juvenile youth offenders/ex-offenders, youth with a disability, and pregnant or parenting youth. The period for this summer program is 6 weeks for 2 cohorts serving 200 youth participants.

At the American Job Center (AJC) we want to encourage online learning with information technology and upskill and reskill individuals with barriers to employment so that they become more efficient to meet employer expectations and perform new and improved skills for the employer and have a higher earning capacity with new and improved marketable skills.

## **THE ISLAND OF GUAM** **WIOA WAIVER REQUEST**

1. A discussion of how the waiver complements Department of Labor priorities (i.e. expansion of apprenticeship, improved employer engagement, etc.).

Guam has used youth funding to serve In-School-Youth (ISY) in the past through summer programs that helped students with work based learning experiences that provided them with their first ever exposure to jobs in their young lives. We would like to revive the summer youth programs to have this opportunity not only benefit the students but employers too as the employers will be able to maximize the opportunity and train the individuals so that they will be prepared to enter their respective industries. This request would help Guam serve and prepare more In-School-Youth (ISY) for jobs in workforce development. There are no statutory or regulatory barriers to implementing this waiver in Guam.

2. Individuals, groups, or populations benefitting, or otherwise impacted by the waiver from the waiver.

Through the waiver, more In-School-Youth (ISY) will have the opportunity to experience work based learning opportunities as well as be exposed to work place environments and employer engagement. This will provide the students with first hand experiences into the fields of their choice and to see whether or not they should pursue such career, enter into a career pathway program, enter into higher education or technical trades preparation or switch choices and pursue other fields.

Most if not all Guam youth in the Guam Department of Education (GDOE) public school system participate in the FREE Lunch program. Some students come from households of low income or who have parents that are not college educated or did not work in a job as wage earners. These students want to be able to achieve a better life for themselves and also for their families. This opportunity will help to motivate students to stay in school and complete or seek higher education.

3. How the state plans to monitor waiver implementation, including collection of measurable waiver outcome information.

Progress of the youth participants will be monitored accordingly by the Guam Department of Labor American Job Center (AJC) staff who serve as case managers and compared against Guam's youth performance targets. Performance measures will be monitored and data will be provided to U.S. DOL ETA on the progress made with these youth participants within the Annual State Performance report. The period covered for this waiver will be for PY2020.

4. Assurance of state posting of the request for public comment (including the dates that the state made the draft request available for public comment) and notification to the affected local workforce development board.

An email was sent out on December 4, 2020 and the request for public comment period for the waiver was posted on our GDOL website for December 9 and December 10, 2020 as deadline to submit comments. The notification included the Guam Workforce Development Board (GWDB), and other workforce stakeholders. No comments were received by the department.

Should you have any questions, please contact our office at (671) 475-7044. We look forward to a favorable response from your office.

Respectfully,

A handwritten signature in blue ink, appearing to read "David Dell'Isola".

David Dell'Isola  
Director