



DEPARTMENT OF  
**LABOR**

DIPĀTTMENTON HUMOTNĀT • Maria S. Connelley, Director • Sam Mabini, Ph.D., Deputy Director

**EDDIE BAZA CALVO**  
Governor

**RAY TENORIO**  
Lieutenant Governor

January 5, 2016


The Honorable Judith T. Won Pat  
Speaker  
I Mina' Trentai Tres Na Liheslaturan  
Guahan  
155 Hesler Place  
Hagatna, Guam 96910

Dear Speaker Won Pat,

*Hafa Adai!* In accordance with 22 GCA §44104, the Guam Department of Labor conducted a public hearing on Thursday, November 19, 2015, to receive opinions and recommendations from businesses and the general public to determine which areas need additional professional and skilled technical trade workers which will be incorporated into the Guam Registered Apprenticeship Program Demand Occupations Listing. As a result of the public hearing there were twelve (12) occupations added to subject listing. The total of demand occupations on Guam is now at 304. The listing was subsequently approved by Governor Eddie Baza Calvo on December 29, 2015. As stipulated in 22 GCA §44104, I hereby transmit the updated Demand Occupations Listing for the Guam Registered Apprenticeship Program for your approval.

A copy of the public hearing proceedings is also attached.

*Si Yu'os ma'ase'*

  
MARIA S. CONNELLEY  
Director

Attachments



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**EDDIE BAZA CALVO**  
Governor

**RAY TENORIO**  
Lieutenant Governor

December 18, 2015

**MEMORANDUM**

**To: Governor of Guam**

**From: Director**

**Subject: Guam Registered Apprenticeship Program Demand Occupations Listing**

*Hafa Adai!* In accordance with 22 GCA §44104, the Guam Department of Labor conducted a public hearing on Thursday, November 19, 2015, to receive opinions and recommendations from businesses and the general public to determine which areas need additional professional and skilled technical trade workers which will be incorporated into the Guam Registered Apprenticeship Program Demand Occupations Listing. As a result, twelve (12) occupations have been added to subject listing. As stipulated in 22 GCA §44104, attached is the 2016 Demand Occupations Listing for the Guam Registered Apprenticeship Program, submitted for your approval.

*Si Yu'os ma'ase'*

  
MARIA S. CONNELLEY

Attachment

**The referenced Demand Occupations Listing for the Guam Registered Apprenticeship Program is hereby approved:**

  
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**EDDIE BAZA CALVO**  
Governor of Guam

DEC 29 2015

**Date**



**Guam Registered Apprenticeship Program  
2016 Demand Occupations Listing**

#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
1	43-3031.00	Accounting Technician	4000-5000	Hybrid	2014
2	49-3023.02	Air Conditioning Mechanic (Auto Service)	2000	Time-Based	
3	55-3014.00	Aircraft Armament Mechanic	8000	Time-Based	2009
4	49-2091.00	Aircraft Mechanic Electrical	8000	Time-Based	2009
5	51-2011.02	Aircraft Mechanic Plumber & Hydraulics	8000	Time-Based	2009
6	49-3011.01	Airframe & Powerplant Mechanic	8000	Time-Based	2009
7	53-3011.00	Ambulance Attendant (EMT)	2000	Time-Based	2011
8	47-2141.00	Architectural, Coatings Finisher	6000	Time-Based	2008
9	47-2071.00	Asphalt Paving Machine Operator	6000	Time-Based	2009
10	51-5023.09	Assistant Press Operator	4000	Time-Based	2009
11	49-2097.00	Audio-Video Repairer	4000	Time-Based	2009
12	49-3023.01	Auto, Truck, Trailer Repair Mechanic	7328	Time-Based	2010
13	49-4041.00	Auto-Maintenance-Equipment Servicer	8000	Time-Based	2011
14	49-3021.00	Automobile Body Repairer	8000	Time-Based	
15	49-3023.01	Automobile Mechanic	8000	Time-Based	
16	49-3023.02	Automotive Technician Specialist	*CB	Comp-Based	2009
17	49-3023.02	Automotive Technician Specialist	*CB	Comp-Based	2011
18	49-9099.99	Aviation Safety Equipment Technician	8000	Time-Based	2009
19	49-9041.00	Aviation Support Equipment Repairer	8000	Time-Based	2009
20	51-3011.02	Baker (Bake Produce)	6000	Time-Based	
21	51-3011.01	Baker (Hotel & Restaurant)	6000	Time-Based	
22	39-5011-00	Barber	2000	Time-Based	2014
23	35-3011.00	Bartender	2000	Time-Based	2011
24	51-5011.02	Bindery Worker	8000	Time-Based	2008
25	49-9062.00	Biomedical Equipment Technician	8000	Time-Based	2014
26	47-2031.05	Boatbuilder, Wood	8000	Time-Based	2008
27	13-1041.05	Boiler and Pressure Vessel Inspector	2000	Time-Based	2009
28	51-8021.02	Boiler Operator	8000	Time-Based	2008
29	47-2011.00	Boilermaker Fitter	8000	Time-Based	2008
30	47-2011.00	Boilermaker I	6000	Time-Based	
31	47-2011.00	Boilermaker II	6000	Time-Based	
32	47-2021.00	Bricklayer (Brick & Tile)	8000	Time-Based	2008
33	47-2021.00	Bricklayer (Construction)	6000	Time-Based	2008
34	51-3021.00	Butcher (Hotel & Restaurant)	6000	Time-Based	2008
35	51-3023.00	Butcher, Meat (All-Round)	6000	Time-Based	2008
36	51-7011.00	Cabinetmaker	8000	Time-Based	
37	51-7011.00	Cabinetmaker	5200-8000	Hybrid	2011
38	49-9051.00	Cable Installer – Repairer	6000	Time-Based	
39	49-9051.00	Cable Splicer	8000	Time-Based	
40	49-9052.00	Cable Television Installer	2000	Time-Based	
41	17-3023.02	Calibration Laboratory Technician	8000	Time-Based	2008
42	49-3023.02	Carburetor Mechanic	8000	Time-Based	2009
43	13-1071.01	Career Development Technician	*CB	Comp-Based	2009
44	47-2031.01	Carpenter	8000	Time-Based	
45	47-2031.01	Carpenter	5200-8000	Hybrid	2011
46	47-2031.01	Carpenter, Maintenance	8000	Time-Based	2008

**Guam Registered Apprenticeship Program  
2016 Demand Occupations Listing**

#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
47	47-2031.01	Carpenter, Mold	2000	Time-Based	2016
48	47-2031.04	Carpenter, Ship	8000	Time-Based	
49	47-2041.00	Carpet Layer	6000	Time-Based	
50	47-2051.00	Cement Mason	4000	Time-Based	
51	49-2022.01	Central Office – Installer	8000	Time-Based	2008
52	49-2022.01	Central Office – Repairer	8000	Time-Based	2008
53	19-4031.00	Chemical Engineering Technician	8000	Time-Based	2009
54	19-4031.00	Chemical Laboratory Technician	8000	Time-Based	2009
55	07-3031.00	Chief of Party (Professional & Kindred)	8000	Time-Based	2010
56	39-9011.00	Child Care Development Specialist	4000	Time-Based	2009
57	53-3021.00	Coach Operator	2000	Time-Based	2016
58	49-9091.00	Coin-Machine Service Repairer	6000	Time-Based	2009
59	27-1021.00	Commercial Designer	8000	Time-Based	2009
60	15-1051.00	Communications-Computer Systems	*CB	Comp-Based	2009
61	43-9011.00	Computer Operator	6000	Time-Based	
62	15-1021.00	Computer Programmer	4000	Time-Based	
63	47-2061.00	Construction Craft Laborer	4000	Time-Based	
64	47-2061.00	Construction Craft Laborer	4000-5100	Hybrid	2011
65	49-3042.00	Construction Equipment Mechanic	8000	Time-Based	
66	35-2012.00	Cook (Any Industry)	4000	Time-Based	
67	35-2014.00	Cook (Hotel & Restaurant)	6000	Time-Based	
68	35-2014.00	Cook (Hotel & Restaurant)	4000-6000	Hybrid	2011
69	51-3011.01	Cook, Pastry (Hotel & Restaurant)	6000	Time-Based	
70	33-3012.00	Correction Officer	2000	Time-Based	2015
71	49-2095.00	Corrosion-Control Fitter	8000	Time-Based	2009
72	39-5012.00	Cosmetologist	2000	Time-Based	2014
73	21-1012.00	Counselor	4000	Time-Based	2009
74	19-4092.00	Crime Scene Technician	*CB	Comp-Based	2009
75	49-9031.02	Customer Service Representative	6000	Time-Based	2011
76	31.9091.00	Dental Assistant	2000	Time-Based	2008
77	51-9081.00	Dental Laboratory Technician	6000	Time-Based	2008
78	29-2034.01	Diagnostic Imaging Specialty	*CB	Comp-Based	2009
79	51-4111.00	Die Finisher	8000	Time-Based	2008
80	51-4022.00	Die Setter (Forging)	4000	Time-Based	2009
81	49-3031.00	Diesel Mechanic	8000	Time-Based	
82	17-3011.01	Drafter, Architectural	8000	Time-Based	
83	17-3011.02	Drafter, Civil	8000	Time-Based	
84	17-3011.01	Drafter, Commercial	8000	Time-Based	
85	17-3012.02	Drafter, Electrical	8000	Time-Based	
86	17-3012.01	Drafter, Electronic	8000	Time-Based	
87	17-3011.01	Drafter, Heating & Ventilation	8000	Time-Based	
88	17-3011.01	Drafter, Landscape	8000	Time-Based	
89	17-3011.01	Drafter, Marine	8000	Time-Based	
90	17-3013.00	Drafter, Mechanical	8000	Time-Based	
91	17-3011.01	Drafter, Plumbing	8000	Time-Based	
92	17-3011.01	Drafter, Structural	6000	Time-Based	

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#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
93	53-7031.00	Dredge Operator	2000	Time-Based	2009
94	13-1073.00	Education and Training	*CB	Comp-Based	2012
95	49-9012.01	Electric Meter Installer I	8000	Time-Based	2010
96	49-9012.01	Electric Meter Repairer	8000	Time-Based	2010
97	51-9061.03	Electric Meter Tester	8000	Time-Based	2010
98	49-2092.00	Electric Motor Repairer	8000	Time-Based	2016
99	49-2092.01	Electrical Appliance Repairer	6000	Time-Based	2009
100	17-3023.03	Electrical Technician	8000	Time-Based	2009
101	47-2111.00	Electrician	8000	Time-Based	
102	47-2111.00	Electrician (Ship & Boat)	8000	Time-Based	
103	49-2091.00	Electrician, Aircraft	8000	Time-Based	2009
104	47-2111.00	Electrician, Maintenance	8000	Time-Based	2008
105	49-2095.00	Electrician, Powerhouse	8000	Time-Based	2008
106	49-2095.00	Electrician, Substation	6000	Time-Based	2010
107	17-3024.00	Electro-Mechanical Technican	6000	Time-Based	2016
108	49-2022.03	Electronic Systems Technician	8000	Time-Based	
109	49-2011.02	Electronics Mechanic	8000	Time-Based	
110	17-3023.01	Electronics Technician	8000	Time-Based	
111	47-4021.00	Elevator Constructor	6800	Time-Based	2016
112	47-4021.00	Elevator Constructor Mechanic	8000	Time-Based	2016
113	47-4021.00	Elevator Repairer	8000	Time-Based	2008
114	29-2041.00	Emergency Medical Technician	6000	Time-Based	2008
115	49-3053.00	Engine Repairer, Service	8000	Time-Based	
116	19-2041.00	Environmental Analyst	7000	Time-Based	2008
117	49-2022.0	Equipment Installer (Telephone & Telegraph)	8000	Time-Based	2009
118	17-3012.02	Estimator and Drafter	8000	Time-Based	
119	37-2021.00	Exterminator, Termite	4000	Time-Based	2009
120	51-2041.00	Fabricator-Assembler Metal Products	8000	Time-Based	2016
121	11-9013.02	Farmer, General (Agriculture)	8000	Time-Based	2016
122	47-4031.00	Fence Erector	6000	Time-Based	
123	27-4012.00	Field Engineer (Radio & TV)	8000	Time-Based	2009
124	49-2094.00	Field Service Engineer	4000	Time-Based	2009
125	43-3051.00	Financial Management	*CB	Comp-Based	2010
126	33-2011.01	Fire Fighter	6000	Time-Based	2008
127	33-2011.01	Fire Fighter, Crash, Fire	2000	Time-Based	2008
128	33-2021.01	Fire Inspector	8000	Time-Based	2008
129	55-3014.00	Fire-Control Mechanic	4000	Time-Based	2008
130	51-2041.02	Fitter (Machine Shop)	4000	Time-Based	2009
131	47-2042.00	Floor Layer	6000	Time-Based	2016
132	17-2131.00	Foundry Metallurgist	8000	Time-Based	2008
133	49-3023.02	Fuel Injection Servicer	8000	Time-Based	2009
134	49-9041.00	Fuel System Maintenance Worker	4000	Time-Based	2009
135	49-9031.02	Gas Appliance Servicer	6000	Time-Based	2009
136	49-3053.00	Gas-Engine Repairer	8000	Time-Based	2009
137	47-2152.01	Gas-Main Fitter	8000	Time-Based	2009
138	49-9012.03	Gas-Meter Mechanic I	6000	Time-Based	2009

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#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
139	49-9012.02	Gas-Regulator Repairer	6000	Time-Based	2009
140	51-8093.03	Gauger (Petrol Products)	4000	Time-Based	2009
141	17-1021.00	Geospatial Specialist	*CB	Comp-Based	2010
142	47-2121.00	Glazier	6000	Time-Based	2008
143	27-1024.00	Graphic Designer	3000	Time-Based	2011
144	37-3011.00	Greenskeeper II	4000	Time-Based	2009
145	39-5012.00	Hair Stylist (Cosmetologist)	2000	Time-Based	2009
146	47-4099.99	Hazardous-Waste Material Technician	4000	Time-Based	
147	31-1011.00	Health Support Specialist (Certified Medical Aide)	750-1500	Hybrid	2009
148	31-1011.00	Health Support Specialist (Certified Nurses Aid)	500-1000	Hybrid	2009
149	31-1011.00	Health Support Specialist (Rehabilitative Aide)	200-400	Hybrid	2009
150	49-9021.01	Heating & Air Conditioning Installer-Servicer	6000	Time-Based	
151	31-1011.00	Home Health Aide	*CB	Comp-Based	2009
152	31-1011.00	Home Health Aide (1086B Disability Specialist) LV 2	*CB	Comp-Based	2009
153	31-1011.00	Home Health Aide (1086C Hospice Specialist) LV 3	*CB	Comp-Based	2009
154	31-1011.00	Home Health Aide (1086D Mental Illness Specialist) LV 4	*CB	Comp-Based	2009
155	31-1011.00	Home Health Aide (1086E Dementia Specialist) LV 5	*CB	Comp-Based	2009
156	31-1011.00	Home Health Aide (1086G Geriatric Specialist) LV 7	*CB	Comp-Based	2009
157	43-4081.00	Hotel Associate	4000	Time-Based	2009
158	53-7061.00	Hydro Blaster/Vacuum Technician	4000	Time-Based	2009
159	27-1013.01	Illustrator (Professional & Kindred)	8000	Time-Based	2008
160	27-1021.00	Industrial Designer	8000	Time-Based	2008
161	17-3026.00	Industrial Engineering Technician	8000	Time-Based	2008
162	43-9022.00	Information Management (Word Processing)	*CB	Comp-Based	2014
163	47-4011.00	Inspector, Building	6000	Time-Based	2008
164	51-9051.05	Inspector, Motor Vehicles	4000	Time-Based	2011
165	13-1041.04	Inspector, Quality Assurance	6000	Time-Based	
166	17-3023.02	Instrument Mechanic (Any Industry)	8000	Time-Based	2008
167	17-3023.02	Instrument Repairer (Any Industry)	8000	Time-Based	2008
168	17-3023.02	Instrument Technician (Utilities)	8000	Time-Based	2011
169	17-3023.02	Instrumentation Technician	8000	Time-Based	
170	47-2131.00	Insulation Worker	8000	Time-Based	
171	15-1143.00	Internetworking Technician	5000	Time-Based	2015
172	15-1099.99	IT Generalist	*CB	Comp-Based	2010
173	11-3021.00	IT Project Manager	*CB	Comp-Based	2016
174	47-2031.04	Joiner (Ship & Boat Building)	8000	Time-Based	2008
175	19-4031.00	Laboratory Technician	2000	Time-Based	2009
176	19-4031.00	Laboratory Tester	4000	Time-Based	2009
177	37-3011.00	Landscape Gardener	8000	Time-Based	
178	37-3011.00	Landscape Management Technician	2000	Time-Based	2008
179	37-3011.00	Landscape Technician	4000	Time-Based	2008
180	49-9051.00	Line Erector	6000	Time-Based	2008
181	49-9052.00	Line Installer-Repairer	8000	Time-Based	2008
182	51-8012.00	Load Dispatcher	8000	Time-Based	2014
183	49-9094.00	Locksmith	8000	Time-Based	2008
184	51-7031.00	Loft Worker (Ship & Boat)	8000	Time-Based	

**Guam Registered Apprenticeship Program  
2016 Demand Occupations Listing**

#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
185	17-2112.00	Logistics Engineer	8000	Time-Based	2014
186	11-9111.00	Long Term Care (LTC) Nurse Management 1105A-Level I	*CB	Comp-Based	2009
187	51-4081.01	Machine Operator I	2000	Time-Based	2008
188	51-4081.01	Machine Setter (Machine Shop)	6000	Time-Based	2008
189	51-4041.00	Machinist	8000	Time-Based	
190	51-4041.00	Machinist	*CB	Comp-Based	2011
191	49-3031.00	Machinist, Marine Engine	8000	Time-Based	
192	51-4041.00	Machinist, Outside (Ship)	8000	Time-Based	
193	51-4041.00	Maintenance Machinist	8000	Time-Based	
194	49-9041.00	Maintenance Mechanic (Any Industry)	8000	Time-Based	
195	49-3031.00	Maintenance Mechanic (Construction; Petrol)	8000	Time-Based	
196	49-9042.00	Maintenance Repairer, Build	4000	Time-Based	2010
197	49-9042.00	Maintenance Repairer, Industrial	8000	Time-Based	
198	29-2034.01	Mammography Technologist	1856	Time-Based	2009
199	41-1011.00	Manager, Retail Store	6000	Time-Based	2014
200	51-3021.00	Meat Cutter	6000	Time-Based	2008
201	49-3031.00	Mechanic, Industrial Truck	8000	Time-Based	2009
202	17-3027.00	Mechanical Engineering Technician	8000	Time-Based	2008
203	31-9092.00	Medical Assistant	4000	Time-Based	2009
204	43-6013.00	Medical Secretary	2000	Time-Based	2008
205	31-9094.00	Medical Transcriptionist	4000	Hybrid	2009
206	29-2012.00	Medical-Laboratory Technician	4000	Time-Based	2009
207	51-2041.00	Metal Fabricator	8000	Time-Based	2016
208	49-9012.03	Meter Repairer (Any Industry)	6000	Time-Based	2009
209	49-9044.00	Millwright	8000	Time-Based	
210	49-9044.00	Millwright	5200-8000	Time-Based	2011
211	49-9044.00	Millwright	7328	Hybrid	2011
212	51-9195.02	Molder, Pattern (Foundry)	8000	Time-Based	2009
213	49-3051.00	Motorboat Mechanic	6000	Time-Based	
214	47-2073.01	Motor-Grader Operator	6000	Time-Based	2011
215	47-5031.00	Munitions Systems	*CB	Comp-Based	2009
216	17-3029.99	Non-Destructive Tester	2000	Time-Based	2009
217	17-3029.99	Non-Destructive Tester	*CB	Comp-Based	2011
218	31-1012.00	Nurse Assistant	2000	Time-Based	
219	31-1012.00	Nurse Assistant Certified	1600-2200	Time-Based	
220	31-1012.00	Nurse Assistant Certified/CNA/Level 1	*CB	Comp-Based	
221	31-1012.00	Nurse Assistant Certified/CNA/Level 2 (Advanced)	*CB	Comp-Based	
222	31-1012.00	Nurse Assistant Certified/CNA/Level 3 (Dementia Specialty)	*CB	Comp-Based	2009
223	31-1012.00	Nurse Assistant Certified/CNA/Level 3 (Geriatric Specialty)	*CB	Comp-Based	2009
224	29-2061.00	Nurse, Licensed Practical	2000	Time-Based	
225	11-3011.00	Office Manager/Admin Services	4000	Time-Based	2010
226	47-2073.00	Operating Engineer	6000	Time-Based	
227	47-2073.00	Operating Engineer	4000-6000	Hybrid	2011
228	51-9083.02	Optical Instrument Assembly	4000	Time-Based	2008
229	51-9081.00	Orthodontic Technician	4000	Time-Based	2009
230	47-2141.00	Painter (Construction)	6000	Time-Based	

**Guam Registered Apprenticeship Program  
2016 Demand Occupations Listing**

#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
231	47-2141.00	Painter (Shipyard)	6000	Time-Based	
232	51-4062.00	Patternmaker (All Around)	10000	Time-Based	2016
233	51-4062.00	Patternmaker (Metal Product)	8000	Time-Based	2008
234	51-7032.00	Patternmaker, Wood	10000	Time-Based	2008
235	29-2052.00	Pharmacist Assistant	2000	Time-Based	
236	53-5021.03	Pilot, Ship	3000	Time-Based	2008
237	49-9041.00	Pinsetter Adjuster, Automatic	6000	Time-Based	2009
238	49-9043.00	Pinsetter Mechanic, Automatic	4000	Time-Based	2008
239	47-2132.00	Pipe Coverer & Insulator	8000	Time-Based	2008
240	47-2152.01	Pipe Fitter (Construction)	8000	Time-Based	
241	47-2152.01	Pipe Fitter (Ship & Boat)	8000	Time-Based	
242	47-2152.01	Pipe Fitter-Sprinkler Fitter	8000	Time-Based	
243	51-9021.00	Plant Operator	6000	Time-Based	2008
244	47-2161.00	Plasterer	4000	Time-Based	
245	47-2161.00	Plasterer	4500-8000	Hybrid	2011
246	47-2152.02	Plumber	8000	Time-Based	
247	49-9041.00	Pneumatic Tool Repairer	8000	Time-Based	
248	33-3051.01	Police Officer I	4000	Time-Based	2014
249	49-9041.00	Powerhouse Mechanic	8000	Time-Based	2015
250	49-3011.02	Power-Plant Mechanic	3000	Time-Based	
251	51-8013.01	Power-Plant Operator	8000	Time-Based	2011
252	49-2092.04	Power-Transformer Repairer	8000	Time-Based	2008
253	27-2012.01	Program Assistant	6000	Time-Based	2009
254	15-1021.00	Programmer, Engineering & Scientific (Computer)	8000	Time-Based	2009
255	27-3031.00	Public Affairs	*CB	Comp-Based	2011
256	49-9041.00	Pump Servicer	6000	Time-Based	2010
257	13-1023.00	Purchasing Agent	8000	Time-Based	
258	51-9061.01	Quality Control Inspector	4000	Time-Based	2009
259	17-3026.00	Quality Control Technician	4000	Time-Based	2009
260	49-9021.00	Refrigeration & Air Conditioning Mechanic	7480-8800	Time-Based	2009
261	49-9021.02	Refrigeration Mechanic (Any Industry)	6000	Time-Based	
262	47-2171.00	Reinforcing Ironworker Concrete	4000	Time-Based	2009
263	47-2171.00	Reinforcing Ironworker Concrete	6000-8000	Hybrid	2011
264	47-2171.00	Reinforcing Metal Worker	6000	Time-Based	
265	49-9096.00	Rigger	6000	Time-Based	
266	49-9096.00	Rigger (Ship & Boat Building)	4000	Time-Based	
267	47-2181.00	Roofer	4000	Time-Based	2009
268	29-9011.00	Safety Inspector/Technician	6000	Time-Based	
269	41-2022.00	Salesperson Parts	4000	Time-Based	2014
270	51-9195.03	Sandblaster, Stone	6000	Time-Based	
271	51-4194.00	Saw Filer (Any Industry)	8000	Time-Based	
272	47-2211.00	Sheet Metal Worker	8000	Time-Based	
273	47-2211.00	Sheet Metal Worker	8000-9000	Hybrid	2011
274	51-4192.00	Shipfitter (Ship & Boat)	8000	Time-Based	
275	47-2031.05	Shipwright (Ship & Boat)	8000	Time-Based	
276	51-6041.00	Shoe Repairer	6000	Time-Based	2011



**Guam Registered Apprenticeship Program  
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#	O*NET/SOC CODES	OCCUPATIONAL TITLE	TERM	TYPE OF TRAINING	YEAR ADDED
277	47-4099.99	Sign Erector I	6000	Time-Based	2008
278	49-3053.00	Small Engine Mechanic	4000	Time-Based	2009
279	47-2221.00	Structural Steel/Ironworker	6000	Time-Based	
280	47-2221.00	Structural Steel/Ironworker	6000-8000	Hybrid	2011
281	17-3031.01	Surveyor Assistant, Instrument	4000	Time-Based	2009
282	49-2022.03	Technician, Submarine Cable	4000	Time-Based	
283	49-2022.03	Telecommunications Technician	8000	Time-Based	
284	49-2097.00	Television & Radio Repairer	8000	Time-Based	
285	43-3071.00	Teller (Financial)	2000	Time-Based	2010
286	47-2053.00	Terrazzo Finisher	4000	Time-Based	
287	47-2053.00	Terrazzo Finisher	3500-4000	Hybrid	2011
288	47-2053.00	Terrazzo Worker	6000	Time-Based	2008
289	47-2053.00	Terrazzo Worker	4500-8000	Hybrid	2011
290	47-3011.00	Tile Finisher	6000	Time-Based	2011
291	47-3011.00	Tile Finisher	3500-4000	Hybrid	2011
292	47-2044.00	Tile Setter	6000	Time-Based	
293	47-2044.00	Tile Setter	4500-8000	Hybrid	2011
294	49-9041.00	Treatment Plant Mechanic	6000	Time-Based	
295	49-3021.00	Truck Body Builder	8000	Time-Based	2008
296	53-7021.00	Truck Crane Operator	6000	Time-Based	2008
297	53-3032.01	Truck Driver, Heavy	2000	Time-Based	2008
298	53-3032.00	Truck Driver, Heavy	3000-4560	Hybrid	2009
299	51.8031.00	Waste Treatment Operator	4000	Time-Based	
300	51-8031.00	Wastewater-Treatment Plant Operator	4000	Time-Based	2009
301	51-8031.00	Water Treatment Plant Operator	4000	Time-Based	2010
302	51-4121.02	Welder, Arc	8000	Time-Based	
303	51-4121.02	Welder, Combination	6000	Time-Based	
304	51-4121.06	Welderfitter	8000	Time-Based	2014

\*CB Occupations have no hours

Types of Training:

- ◆ The **Time-Based** approach measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on the job learning as described in a work process schedule.
- ◆ The **Competency-Based** approach measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of Registered Apprenticeship. The program standards must address how on-the-job learning will be integrated into the program, describe competencies, and identify an appropriate means of testing and evaluation for such competencies.
- ◆ The **Hybrid** approach measures the individual apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency as describe in a work process schedule.

GUAM DEPARTMENT OF LABOR  
GUAM REGISTERED APPRENTICESHIP PROGRAM

PUBLIC HEARING

NOVEMBER 19, 2015

10:05 a.m.

Attendees:

Maria Connelley, Director, GDOL  
Sam Mabini, Deputy Director, GDOL  
Crystal Borja, New Horizons Guam  
Julius Cantara, Glimpses  
Rand Coffman, Asmuyao Community  
School

Grace Donaldson, Pacific Human Resources  
Services, Inc.  
Jasmine Stole, Guam Daily Post  
Mathews Pothen, Guam Shipyard  
Phyllis Topasna, GDOL Staff

- I. Call to Order. At 10:05 a.m., Maria Connelley, Director, Guam Department of Labor, called the Guam Registered Apprentice Program Public Hearing to order.
- II. Discussion
  - a. Director provided a background on the purpose of the public hearing. 22 GCA 44§44104 specifies that in the first quarter of each fiscal year the Director of Labor shall conduct a public hearing to receive opinions and recommendations from business and the general public to determine which areas need additional professional and skilled technical trade workers.
  - b. Director Connelley asked the attendees if they wanted to provide input. Rand Coffman, Asmuyao Community School, requested that the Farmer occupation be included in the listing. Mathews Pothen, Guam Shipyard requested that an electrical motor rewinder occupation be included in the listing Update: the apprenticeable occupation is the Electrical Motor Repairer. Grace Donaldson, Pacific Human Resources Services, Inc., provided a written testimony.
  - c. Director Connelley noted that input to the GRAP will be accepted until November 29, 2015.
- II. Adjournment. As there were no other items to be discussed, the GRAP Public Hearing concluded at 10:45 a.m.

Prepared by:  
P. Topasna  
Program Coordinator II



PACIFIC HUMAN RESOURCE SERVICES

*Your Key to Success*

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November 19, 2015

Hafa Adai,

The Apprenticeship Program gives is a workforce development program that gives individuals the opportunity to grow in their area of interest in a setting that provides a structured, safe environment for learning. The Apprentice Program is also beneficial to the employer as it provides employees who are committed to committed employees who can grow within the organization. Therefore, Pacific Human Resource Services (PHRS) whole heartedly supports the continuation of the Apprenticeship Program.

Guam has also incentivized employers, thereby encouraging the Apprenticeship Program to grow. PHRS also believes that this is a good program.

PHRS, as a recruitment and staffing consultant, we believe that other positions should be included in the list of apprenticeable positions. We would like to add Bus Maintenance Technician and Bus Drivers. We believe these two positions will continue to grow as the economy of Guam grows, and the need to for mass transportation increases.

Thank you for your consideration.

Senseremente,

A handwritten signature in black ink that reads "Grace Donaldson".

Grace Donaldson  
COO/General Manager