Input to the Guam Integrated Workforce Plan
provided by Joseph P. Bradley

Received via email – August 20, 2012

The following are my comments and input for the Economic Outlook section of the draft Guam Integrated Workforce Plan. Please understand that these are my personal, private views, that they are not provided in my capacity as an employee or officer of Bank of Guam, and that they may not reflect any position held by Bank of Guam, either now or in the future.

First and foremost, it appears that the section was written early in 2012, and it should be updated. For instance:

1. The Defense Appropriations Bill passed by the House on July 19th includes $106,482,000 for FY'13 military construction projects in Guam;
2. Payroll employment in the construction industry has already fallen below the anticipated 6,000 level (5,690 as of June);
3. The $100 million Series B bond (with $60 million for tax refunds) was issued in late May; and,
4. The entire Marine Corps relocation section needs to be re-written to reflect the current state of available information.

It would also be useful to elaborate on the potential for Guam to host important industries as alternatives to tourism and national defense.

In addition, the following is a point-by-point response to those items for which public comment is requested.

☐ An assessment of the current situation and projected trends of the state's economy, industries and occupations, including major economic regions and sectors within the state and across state lines

Guam's economy is currently stagnant, with few apparent prospects for growth in the near- to intermediate-term future. Even the tourism industry, with its recovery to 2010 levels of visitor arrivals, holds little promise given the ongoing weakness in the global economy and, more particularly, the export-oriented nations (Japan, Taiwan and South Korea) that provide the majority of Guam's visitors. Although there are several ways in which Guam's government could support and stimulate the formation and growth of alternative industries, no efforts to move beyond tourism and defense are in evidence.

☐ An assessment of the workforce skills and knowledge individuals need to find current and future employment in the state, particularly those skills and knowledge identified by employers as necessary for economic growth in the state

Just as it has always been: The basic skills of reading (and comprehension), writing (with clarity, as well as proper grammar and spelling) and arithmetic (including the ability to translate real-world problems into the language of mathematics and back again). Current STEM (Science,

Technology, Engineering and Mathematics) emphasis is laudable and crucial, but it is not sufficient; the ability to communicate effectively is also essential. Without these basic skills, Guam's workforce is doomed to low-paying jobs and our economy will perpetually be stuck with predominantly low-skill/no-skill industries.

☐ A description of the characteristics and needs of the state's population, and diverse sub-populations, including those from racial, ethnic, linguistic groups, older persons, and individuals with disabilities

I will leave this to the 2010 Census of Population and Housing, the Department of Public Health and Social Services and the Guam Department of Education for a response.

☐ An assessment of the skill and education gaps for all individuals within the state, particularly for those individuals targeted by the programs included in the Integrated Workforce Plan

Please see the second point, above.

☐ An analysis of the challenges associated with the state's population attaining the education, skills, and training needed to obtain employment

It would be easy to say that we're not throwing enough money into education, but is not the root of the problem. First, our Department of Education is top-heavy in administration and should allocate its budgetary resources more efficiently, keeping the objective of an educated workforce as its foremost consideration. Second, the implementation of a system of accountability and incentives for teachers (perhaps tying salaries and/or bonuses to performance-based criteria; the whole concept of "tenure" should be abandoned below the post-secondary level). Third, we need adequately equipped and supplied facilities to provide enhanced learning opportunities for students. Fourth, longer school days and a restructured curriculum that emphasizes the development of saleable skills could be quite effective. Fifth, "social promotion" must end because it removes an important incentive to learn and progress – fear of being "held back" can provide powerful motivation. Sixth and finally, a somewhat more sensitive challenge: There are a number of cultural issues that inhibit skills development (especially core competencies). Among these are parents who don't want their children to be "smarter" than them; a low emphasis in the household on the value of education; the absence of recreational reading material in many (most?) households; the prevalence of adults (18+) living with their parents (or grandparents) regardless of neither being employed nor in school; language barriers that are sometimes severe . . . the list could go on and on, but the point should be clear.

☐ A discussion of the ability of Integrated Workforce Plan programs to meet the skill needs of employers in the state and close any skill gaps

I will leave it to the Workforce Investment Board to establish standards of measurement and reporting for this item.

Agency for Human Resources Development

State Integrated Workforce Plan

PY 2012 – PY 2016

Assurance 2:

Public Hearing Ad

And

Sign-In Sheet

End of the line near for Commonwealth Healthcare Corp?

By Tammy Doty
tammy.doty@mvariety.com
Variety News Staff

SAIPAN – At a cost of some $80,000 a day to keep the Commonwealth Healthcare Corp. fully operational, the prognosis for medical care in the commonwealth grows

contributions behind by four pay periods.

"The medical staff did not close the clinics last Tuesday simply because of past due paychecks. ... There's the larger fundamental question facing the government of 'How serious are you about the commu-

sive care patient had to purchase the liquid nourishment Ensure from a pharmacy for the patient being fed through a feeding tube because CHC had no supplies.

Accounts payable to CHC vendors stands at more than $5 million and the hole grows deeper every day.

possible impact of word leaking that the NMI's healthcare services were minimal at best.

"The problem is a critical one and if the Japanese Consul on Saipan sent a negative advisory to the Japan Foreign Ministry, it's possible the government could issue a

Responsibility

Although there seems to be plenty of blame to be meted out, CHC staff place squarely the majority of responsibility for the chaotic situation directly on Chief Executive Officer Juan N. Babauta and the board of advisors.

From the employees' perspec-

AHRD
AGENCY FOR HUMAN RESOURCES DEVELOPMENT
Ahensian Inadilanto Yan Guinaiha Para Taotao
Government of Guam

PUBLIC HEARING NOTICE

The Agency for Human Resources Development and the Guam Department of Labor would like to announce that a public hearing will be held on the Draft Guam State Integrated Workforce Plan for Program Years 2012 to 2016. The public hearing is scheduled for ***August 22, 2012 at 1:30 p.m.*** in the ***3rd floor conference room, GCIC Bldg.,Hagatna.***

The Draft Guam State Integrated Workforce Plan is available for public comment at http://dol.guam.gov/StatePlan. Hard copies are also available at all village mayors' offices.

The proposed plan describes services to be provided by the Guam statewide workforce system to help individuals and businesses with their training and employment-related needs.

For more information or special accommodations, please contact AHRD or DOL at 475-7044.

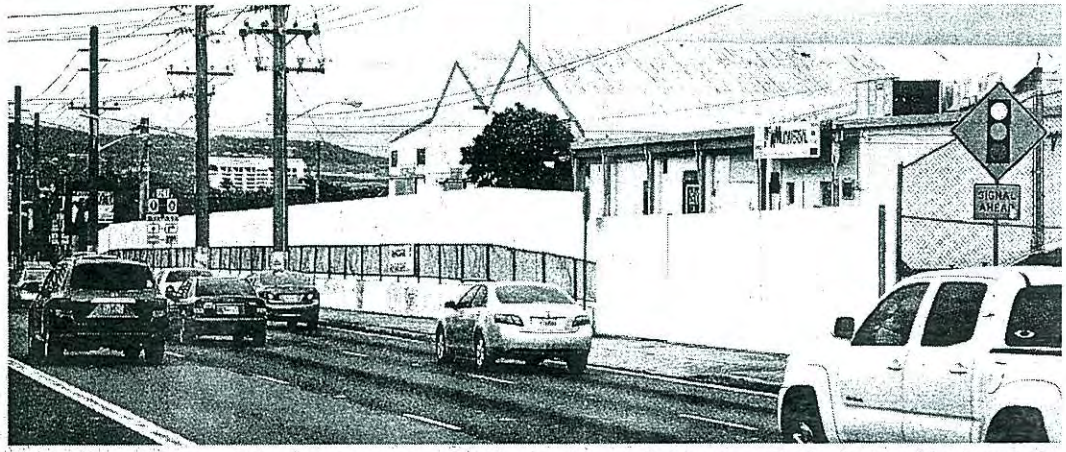
This advertisement was paid with government funds.

11:30	Wordworld	11:30	Wordworld	12:00	Super Why! RF
12:00	Super Why! RF	12:00	Super Why! RF	1:00	Caillou
12:30	Barney & Friends	12:30	Barney & Friends	1:30	Sid the Science Kid RF
1:00	Caillou	1:00	Caillou	2:00	Dinosaur Train RF
1:30	Sid the Science Kid RF	1:30	Sid the Science Kid RF	2:30	The Cat in the Hat Knows A Lot About That! RF
2:00	Dinosaur Train RF	2:00	Dinosaur Train RF	3:00	Curious George RF
2:30	The Cat in the Hat Knows A Lot About That! RF	2:30	The Cat in the Hat Knows A Lot About That! RF	3:30	Martha Speaks RF
3:00	Curious George RF	3:00	Curious George RF	4:00	Arthur RF
3:30	Martha Speaks RF	3:30	Martha Speaks RF	4:30	WordGirl
4:00	Arthur RF	4:00	Arthur RF	5:00	Wild Kratts RF
4:30	WordGirl	4:30	WordGirl	5:30	The Electric Company
5:00	Wild Kratts RF	5:00	Wild Kratts RF	6:00	FETCH! With Ruff Ruffman
5:30	The Electric Company	5:30	The Electric Company	6:30	Academic Challenge Bowl (Local)
6:00	FETCH! With Ruff Ruffman	6:00	FETCH! With Ruff Ruffman	7:00	PBS News Hour
6:30	Curious George RF	6:30	Academic Challenge Bowl (Local)	8:00	Washington Week
7:00	PBS News Hour	7:00	PBS News Hour	8:30	Need to Know
8:00	Nature "Kalahari - The Great Thirstland"	8:00	The This Old House Hour	9:00	Great Performances "Twilight: Los Angeles"
9:00	Nova "What are Dreams?"	9:00	Frontline (RF)	10:30	Architect Robert A.M. Stern: Presence of the Past (Documentary)
10:00	Inside Nature's Giants "Great White Shark"	10:00	P.O.V. "Presumed Guilty"	11:00	Charlie Rose (60 Min)
11:00	Charlie Rose (60 Min)	11:00	Charlie Rose (60 Min)		

SUNDAY

6:00	Mister Rogers' Neighborhood	11:00	The Pacific Way	4:00	Nature "Kalahari - The Flooded Dessert" (RF))
6:30	Bob the Builder	11:30	The Pacific Way	5:00	Market Warriors (RF)
7:00	Curious George	12:00	In Julia's Kitchen with Master Chefs	6:00	History Detectives
7:30	The Cat in the Hat Knows A Lot About That!	12:30	The Victory Garden	7:00	Antiques Roadshow "Tucson, AZ" (Show 3) (RF)
8:00	Super Why!	1:00	This Old House	8:00	Pacific Heartbeat: Keola Beamer: Malama Ko Aloha (Documentary)
8:30	Dinosaur Train	1:30	This Old House	9:00	Great Performances "Twilight: Los Angeles" (RF)
9:00	Thomas & Friends	2:00	Ask This Old House	10:30	Architect Robert A.M. Stern: Presence of the Past (Documentary) (RF)
9:30	Angelina Ballerina: The Next Steps	2:30	Hometime	11:00	Austin City Limits "Florence + The Machine/ Iykke Li" (60 Min)
10:00	The This Old House Hour RF	3:00	The Woodwright's Shop		
		3:30	Motorweek		

RF (Refeed)



The old Island Equipment Warehouse facility in Tamuning has been walled in preparation for its demolition to pave the

GAIN reacts to lawsuit

By Louella Losinio
louella@mvguam.com
Variety News Staff

GUAM Animals In Need (GAIN) Vice President Valerie J. Bock released a statement yesterday in response to the lawsuit filed by Assistant U.S. Attorney Karon Johnson against the organization.

"GAIN's position is this

Johnson recently filed a lawsuit against GAIN after the nonprofit organization's board of directors refused to renew her membership, which is set to expire on Aug. 24.

According to court documents, Johnson is "petitioning the court to issue its preliminary and permanent injunctions prohibiting GAIN from

GUAM POWER AUTHORITY

ATURIDÅT ILEKTRESEDÅT GUAHAN
P.O. BOX 2977 • AGANA, GUAM U.S.A. 96932-2977
Telephone Nos. (671) 648-3054/55 or Facsimile (671) 648-3165

Simon A. Sanchez II
CCU Chairman

Joaquin C. Flores, P.E.
General Manager

ADVERTISEMENT

INVITATION FOR BID

This notice is paid for by the GUAM POWER AUTHORITY CIP Funds

BID NO.:	DUE DATE:	TIME:	DESCRIPTION:
GPA-077-12	08/29/2012	2:00 P.M.	Desktop Towers & Laptops
GPA-078-12	08/22/2012	2:00 P.M.	Pickup Trucks & Cargo Van
GPA-079-12	08/22/2012	2:30 P.M.	Miscellaneous Vehicles
GPA-080-12	08/22/2012	3:00 P.M.	Backhoe

Bid packages may be picked up at the GPA Procurement Office, 1st Floor, GPA Central Office, 1911 Route 16, Harmon, Guam 96911 or downloaded from GPA website: guampowerauthority.com. All interested firms should register with our GPA's Procurement Division to be able to participate in the bid. Please call our office at (671) 648-3054/3055 to register. Registration is required to ensure that all "Amendments and Special Reminders" are communicated to all bidders throughout the bid process. Procurement instructions are posted on the Authority's web site at http://www.guampowerauthority.com/procurement/index.html.

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Government of Guam

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For more information or special accommodations, please contact AHRD or DOL at 475-7044.

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Marianas Variety-Guam Edition is circulated by home and office delivery, consignments, and vending machines throughout Guam, as mail delivery to the Federated States of Micronesia, the Marshall Islands, South Pacific, Hawaii, Japan and the continental U.S. Daily coverage can also be read from our website **www.mvguam.com.**

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Guam Integrated Workforce Plan Public Hearing

Wednesday August 22, 2012 – 1:30pm

AHRD/GDOL 3rd Floor Conference Room

Sign-In Sheet

1. Maria S. Connelley
2. Phyllis Topasna
3. MATT WEISS
4. Ryan Topasna
5. Jesse Quiwata
6. Frank Pongelinan
7. Pete Baucinas
8. Attorney Aatolu
9. Martha Tulin
10. Sabeti New Horizons Guam 633-4822
11. George A. Santos
12. Ruth Leon Guerrero
13.
14.
15.
16.
17.
18.

Agency for Human Resources Development

State Integrated Workforce Plan

PY 2012 – PY 2016

Assurance 3:

Public Notice Ad

Senate Republicans block campaign disclosure bill

WASHINGTON (Reuters) – Senate Republicans blocked a bid by Democrats on Monday to require political fundraising groups to reveal their anonymous contributors who are fueling negative television advertisements ahead of the November election.

By a 51-44 party line vote, and "instead chose to block it."

"Think about it: We've had 41 straight months of unemployment above 8 percent. ... But this is what they want to do."

– Mitch McConnell, Senate Republican Leader

AHRD

AGENCY FOR HUMAN RESOURCES DEVELOPMENT
Ahensian Inadilanto Yan Guinaha Para Taotao
Government of Guam

PUBLIC NOTICE

The Agency for Human Resources Development (AHRD) would like to announce the availability of the draft Territory of Guam State Integrated Workforce Plan covering Program Year 2012 to 2016, on the AHRD website at http://dol.guam.gov by COB on Wednesday, July 18, 2012, for public review and comment.

For more information, or for special accommodations, please contact AHRD at 475-7044.

This advertisement was paid with federal funds received from the U.S. Department of Labor Employment and Training Administration.

Romney appears close to VP decision

WASHINGTON (Reuters) – Republican presidential candidate Mitt Romney appears to be in the final stages of deciding who to pick as his vice presidential running mate, with speculation growing that he has narrowed his choice down to a short-list of three.

Ohio Senator Rob Portman, former Minnesota Governor Tim Pawlenty and Louisiana Governor Bobby Jindal all offer clear that Romney, the former Massachusetts governor, had yet to make up his mind.

Naming his vice presidential running mate in coming days could help Romney remove a withering spotlight instigated by the Obama campaign over his personal financial information and tenure at the private equity firm Bain Capital.

Focus on Portman

Many Republicans in Wash- campaign and is well-liked by the candidate and his staff.

Both Portman and Pawlenty fit what some Republican advisers say is Romney's desire for a safe choice who could take over as president if necessary.

Then there is Jindal, an Indian-American who met with Romney in Baton Rouge, Louisiana, on Monday before they appeared jointly at a fundraiser.

Merle Black, a political

Con Could alienate voters with bluntness; create headaches for campaign

Con Not well known

Con Rumors of scandal about her in S.C. where she is governor

Mike Huckabee

Pro He's smooth on TV and the stump; Christian conservatives trust him

Con Just started new radio show; may not be interested

Tim Pawlenty

Pro Former Minn. governor can connect with middle class voters

Con His failed presidential campaign shows he has limits

Bobby Jindal

Pro Veteran governor of La.; known as problem-solver

Con Can appear to be wonky and lacking charisma

Kelly Ayotte

Pro N.H. senator is well-liked by conservatives

Con From the Northeast like Romney; no geographical balance to ticket

© 2012 MCT
Source: Dallas Morning News, MCT Photo Serivce
Graphic: Judy Treible

Agency for Human Resources Development

State Integrated Workforce Plan

PY 2012 – PY 2016

Assurance 6:

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Open Government Law

CHAPTER 8
OPEN GOVERNMENT LAW

§ 8101. Citation.
§ 8102. Policy.
§ 8103. Open Meetings.
§ 8104. Definitions.
§ 8105. Exception.
§ 8106. Regular Meetings.
§ 8107. Notices.
§ 8108. Special Meeting.
§ 8109. Adjournments.
§ 8110. Same.
§ 8111. Executive Sessions.
§ 8112. Disturbances.
§ 8113. Minutes.
§ 8114. Action Voided.
§ 8115. Penalties and Court Jurisdiction.
§ 8116. Severability.

§ 8101. Citation.

This Chapter may be cited as the *Open Government Law of Guam.*

SOURCE: GC § 3225 added by P.L. 13-35.

A.G. OPINION 77-47: The Open Government Law applies to the elected school board.

§ 8102. Policy.

The Legislature declares it is the policy of this Territory that the formation of public policy and decisions is public and shall not be conducted in secret. The people of Guam do not yield their individual rights to the public agencies which serve them. The people, in delegating authority, do not give their public servants the right to decide what is good for the people to know and what is not good for them to know. The people insist on remaining informed so that they may retain control over the instruments they have created.

SOURCE: GC § 3226 added by P.L. 13-35.

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§ 8103. Open Meetings.

(a) Every meeting of a public agency *shall* be open and public, and any person *shall* be permitted to attend any public agency meeting, *except* as otherwise provided in this Chapter. A member of the public *shall not* be required, as a condition to attendance at a meeting of a public agency, to register his name and other information, to complete a questionnaire or otherwise to fulfill any condition precedent to his attendance.

(b) This Chapter does *not* require that a person who is admitted to a meeting of a public agency shall, because of his mere presence, be accorded an opportunity to participate in such a meeting. Each public agency retains the right to reserve areas for the public, and to exclude the public from any area necessary for the orderly conduct of its business.

(c) *Except* for executive sessions and other meetings expressly authorized by public law to be closed, *no* board, commission or public officer of the government of Guam may prevent or deny the recording (audio and/or video) of any public meeting.

SOURCE: GC § 3227 added by P.L. 13-35. Amended by P.L. 31-052:1 (May 23, 2011).

§ 8104. Definitions.

(a) (1) *Public agency* includes any board, commission or comparable unit of government, any of whose members are elected, appointed by *I Maga'lahen Guåhan* or appointed by *I Liheslatura*; any non-profit corporation created by one (1) or more public agencies or *I Liheslatura,* and whose board of directors is appointed by such public agencies or by *I Maga'lahen Guåhan* or *I Liheslatura,* and which is formed to acquire, construct, reconstruct, maintain or operate any public work project, or any board, commission, committee or other body on which officers of a public agency serve in their official capacity as members and which is supported in whole or in part by funds provided by such agency, whether such board, commission, committee or other body is organized and operated by such local agency or by a private corporation.

(2) *Public agency* also includes any advisory commission, advisory committee or advisory body of a public agency, created by law, resolution or any similar formal action of a public agency.

(3) The *Legislature* is a *public agency* when it is holding a daily session but meetings of political caucuses composed of members of the Legislature are not required to be conducted in public.

(4) A *Committee of a Legislature* is a *public agency* when it is holding a hearing but committee meetings other than hearings are not required to be conducted in public.

(5)(i) *Public Notice*, as used in this Chapter, means a publication by newspaper of general circulation or by radio or television which is reasonably calculated to provide notice of the facts it announces to the public at large.

(ii) As used in this item, *newspaper of general circulation* means a newspaper which is printed and distributed not less than once a week, at regular intervals, throughout the territory of Guam, which has a paid circulation and holds a valid second class mailing permit from the United States Post Office, and which contains news, articles of opinion, features, and other matters of current interest published for public dissemination.

(b) *Meeting* means the convening of a governing body of a public agency for which a quorum is required in order to make a decision or to deliberate toward a decision on any matter. Meeting does not include any on-site inspection of any project or program.

(c) *Action* taken means a collective decision made by a majority of the members of a public agency, a collective commitment or promise by a majority of the members of a public agency to make a positive or a negative decision, or an actual vote by a majority of the members of a public agency when sitting as a body or entity, upon a motion, proposal, resolution or order.

SOURCE: GC § 3228 added by P.L. 13-35; sub-item (a)(5) added by P.L. 15-86:1. Sub-item (a)(1) amended by P.L. 27-93:1.

A.G. OPINION GHPDA 92-1244: Although the foregoing [subsection c] is merely a definition and not substantive law, it seems unlikely that the Legislature would allow circumvention of the Open Government Law by not addressing action

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taken by less than a majority. Therefore, it is our conclusion that the Legislature intended that action taken by boards be by a majority of the body.

CROSS-REFERENCES: P.L. 27-18:2 added the following to the coverage of this Chapter:

> Notwithstanding any other provision of law, the Guam Economic Development and Commerce Authority shall be subject to the Freedom of Information Law and the Sunshine Information Act of 1999, 5 GCA Chapter 10, and the Open Government Law, 5 GCA Chapter 8.

§ 8105. Exception.

A chance meeting of two or more members of a public agency shall not be considered a public meeting. No chance meeting, informal assemblage or electronic communication shall be used to decide or deliberate public business in circumvention of the spirit or requirements of this Chapter.

SOURCE: GC § 3229 added by P.L. 13-35.

§ 8106. Regular Meetings.

A public agency shall provide by appropriate administrative action rules to govern the conduct of its business. Such rules shall provide for the time for holding an agency's regular meetings. If at any time a regular meeting falls on a holiday, such regular meeting shall be held on the next business day unless continued until some other publicly announced date by action of the agency. If, by reason of an emergency, it shall be unsafe to meet at the time designated, the meetings may be held for the duration of the emergency at such other time as is designated by the presiding officer of the public agency.

SOURCE: GC § 3230 added by P.L. 13-35.

§ 8107. Notices:

(a) Notice of Regular Meetings. Any public agency which holds a meeting required by statute, regulation or resolution, shall give five (5) working days public notice, and a second public notice at least forty-eight (48) hours prior to the start of the meeting. The public agency must comply with the Title II of the Americans with Disabilities Act ('ADA') requirements for effective communication for people with disabilities and include information in the notice that individuals requiring special accommodations, auxiliary aids or services shall contact and submit their request to the designated agency or department representative or ADA

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Coordinator. The public agency shall make available the name, office address and telephone number, including Telecommunications Device for the Deaf ('TDD'), of the designated ADA Coordinator.

(b) Notice of Special Meetings. Any public agency which holds a meeting not previously scheduled by statute, regulation or resolution, or for which notice is not already provided by law, shall give five (5) working days public notice of such meeting, and a second notice at least forty-eight (48) hours, prior to the start of such meeting as required by this Chapter. The public agency must comply with the Title II of the ADA requirements for effective communication for people with disabilities and include information in the notice that individuals requiring special accommodations, auxiliary aids or services shall contact and submit their request to the designated agency or department representative or ADA Coordinator. The public agency shall make available the name, office address and telephone number, including TDD, of the designated ADA Coordinator.

(c) The notice requirements of this Chapter are in addition to and not in substitution of any other notice required by law.

SOURCE: GC § 3231 added by P.L. 13-35. Subsections (a) and (b) amended by P.L. 24-109:1.

A.G. OPINION 78-2: Public notice of any time, place and agenda of any special meeting must be given by delivery of such notice to the news media 24-hours before the beginning of the meeting. Emergencies are exempted from these requirements.

A.G. OPINION DLM 93-1724: The public notice of the October 28 meeting, which showed an agenda item of a "status report" on a conditional use application for the Bubulao Golf Course Project adequate notice so as to allow approval of the application by the Territorial Land Use Commission at that meeting, was not adequate notice and therefore the action was void.

§ 8108. Special Meeting.

A special meeting may be called at any time by a public agency, by delivering personally, or by mail, written notice to each member of a public agency. Notice shall also be given to each newspaper of general circulation and broadcasting station which airs a regular local news program within Guam. Such notice must be delivered personally or by mail at least five (5) working days, and a second public notice at least forty-eight (48) hours, before the time of such meeting as specified in the notice. The call and notice shall specify the time and place of the special

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meeting and the business to be transacted. No other business shall be considered at such meetings by the public agency. The five (5) days notice and the forty-eight (48) hours notice may be waived in the event of an emergency certified to in writing by a public agency. A public agency may also consider all necessary business in the event of an emergency. This Section shall not require a public agency to give notice of its meetings by paid advertisements in any newspaper or over any broadcasting station. Written notice may be dispensed with as to any member who at, prior to or subsequent to the time the meeting convenes, files with the clerk or secretary of the public agency a written waiver of notice. Such written notice may be dispensed with as to any member who is actually present at a meeting at the time it convenes.

SOURCE: GC § 3232 added by P.L. 13-35. Amended by P.L. 24-109:2.

§ 8109. Adjournments.

A public agency may adjourn any regular, adjourned regular, special or adjourned special meeting to a time and place specified in the order of adjournment. Less than a quorum may so adjourn from time to time. If all members are absent from any regular or adjourned regular meeting the clerk or secretary of the public agency may declare the meeting adjourned to a stated time and place and he shall cause a written notice of the adjournment to be given in the same manner as provided in § 8108 for special meetings, unless such notice is waived as provided for special meetings. A copy of the order or notice of adjournment shall be conspicuously posted on or near the door of the place where the regular, adjourned regular, special or adjourned special meeting was held within twenty-four (24) hours after the time of the adjournment. When a regular or adjourned regular meeting is adjourned as provided in this Section, the resulting adjourned regular meeting is a regular meeting for all purposes. When an order of adjournment of any meeting fails to state the hour at which the adjourned meeting is to be held it shall be held at the hour specified for regular meetings.

SOURCE: GC § 3233 added by P.L. 13-35.

§ 8110. Adjournment: Same.

Any hearing being held or noticed or ordered to be held by a public agency at any meeting may by order or notice of continuance be continued or recontinued by any subsequent meeting of the public agency in the same manner and to the same extent set forth in § 8109 for

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the adjournment of meetings; provided, that if the hearing is continued to a time less than twenty-four (24) hours after the time specified in the order or notice of hearing, a copy of the order or notice of continuance of hearing shall be posted immediately following the meeting at which the order or declaration of continuance was adopted or made.

SOURCE: GC § 3234 added by P.L. 13-35.

§ 8111. Executive Sessions.

(a) No public agency is prohibited because of this Chapter from holding executive sessions with the Attorney General, Chief of Police or the respective designated representatives of each on a matter which poses a threat to the public health, safety or welfare or from holding executive sessions during a regular or special meeting to consider the appointment, employment or dismissal of a public officer or employee or to hear complaints or charges brought against such officer or employee by another public officer, person or employee unless such officer or employee requests a public hearing. Under no circumstances, however, shall a public agency hold an executive or closed meeting to discuss salaries, salary levels or salary adjustments of any employee or officer. All such discussions or decisions must be held in a public meeting and minutes shall be kept and opened to the public. A public agency may exclude from any public or private meeting, during the examination of a witness, any or all other witnesses in the matter being investigated by the public agency, but may not exclude a party, complainant or the subject of an adverse action.

(b) Notwithstanding any other provision of law, a public agency may hold executive sessions with its staff to consider matters with the scope of the Public Employee-Management Relations Act.

(c) Under no circumstances shall a public agency hold an executive or closed meeting to discuss legal matters, impending legal matters or legal strategies with an attorney, except as herein provided below. All such discussions must be held in a public meeting and minutes shall be kept and opened to the public, except as herein provided:

(1) No such meeting may be closed except on the written recommendation of the attorney, and an affirmative vote of a majority of the members of the Board of the Public Agency to go into executive session.

(2) Only matters directly relating to ongoing litigation or litigation which has been threatened as is reasonably expected may be discussed. Only the attorney(s), court reporter, board members, and the Executive Director or managing officer of the agency may attend such a meeting.

(3) A verbatim transcript by an authorized court reporter must be taken of all meetings which are closed to discuss litigation or possible litigation and such transcript shall promptly be reduced to writing.

(4) Notice of the meeting shall be given as required for any other meeting. The notice shall indicate the place and time of the meeting, and shall indicate the general subject matter to be discussed, (if not confidential) as well as the specific exemption permitting an executive or closed meeting.

(5) After such meeting, the attorney or attorneys involved must file an affidavit with the Agency, which shall be a public document, that only matter relating to litigation or pending litigation have been discussed.

(6) There shall be public minutes made of all such executive sessions indicating the existence of the transcript, the subject matter of the meeting (if not confidential), the names of all persons attending the closed meeting, their capacities and the date and times the meeting started and closed.

(7) The transcript of such meeting shall be sealed for a period of six (6) months, and shall thereafter be a public document unless there is a court order, further sealing the transcript. Before issuing such an order, the court must read the transcript in camera and determine that the Agency would be unduly prejudiced by the release of the transcript, taking into account the public's right to know. In such event, the court may order the transcript released and made public, or may order the transcript sealed for a period not exceeding six (6) months only if there is ongoing litigation over the matters discussed and release would prejudice the Agency, or if the court finds there is a strong likelihood of litigation concerning the subject matters within six (6) months. Unless the court orders otherwise all transcripts concerning litigation or potential litigation shall become public immediately upon the termination of litigation

COL07112011

or the threat of litigation. Under no circumstances may a matter concerning litigation be sealed for more than three (3) months after the conclusion of the litigation. In the case of expected litigation, all such transcripts cannot be sealed for more than one (1) year after the closed hearing if no litigation results.

(d) Under no circumstances shall a public agency vote on any matter before it during an executive or closed meeting. All voting must be held in a public meeting and minutes shall be kept and opened to the public.

SOURCE: GC § 3235 enacted by P.L. 13-35. R/R by P.L. 19-5:138. Subsection (d) added by P.L. 25-171:1.

§ 8112. Disturbances.

In any event that any person willfully interrupts a meeting of a public agency so that a meeting may not be conducted in an orderly fashion and order cannot be restored by the removal of the person who is wilfully interrupting the meeting, the members of the public agency conducting the meeting may order the meeting room cleared and continue in session. Only matters appearing on the agenda may be considered in such session. Duly accredited news reporters and photographers shall be allowed to attend any session held pursuant to this Section, provided that any such person who wilfully interrupts a meeting of a public agency may be removed, in the same manner as any other person.

SOURCE: GC § 3236 added by P.L. 13-35.

§ 8113. Minutes.

The minutes of every meeting of each public agency shall be promptly and fairly recorded, shall be open to public inspection and shall include but not be limited to a record of all motions, proposals and resolutions offered, the results of any votes taken and a record of individual votes in event of roll call. Insofar as it may do so without violating § 8103 of this Chapter, an agency may also maintain a record of persons present at a meeting.

SOURCE: GC § 3237 added by P.L. 13-35.

§ 8114. Action Voided.

Any action taken at a meeting in violation of any Section of this Chapter shall be void and of no effect, provided that this nullification of actions taken at such meetings shall not apply to any commitment, otherwise legal, affecting the public debt of the entity concerned.

SOURCE: GC § 3238 added by P.L. 13-35.

§ 8115. Penalties and Court Jurisdiction.

(a) The Superior Court shall have jurisdiction to enforce any action brought as a result of a violation of this Chapter. Any person shall have standing to sue for the enforcement of this Chapter.

(b) Each member of a public agency who attends a meeting of a public agency where action is taken in violation of any provision of this

COL07112011

Chapter, with knowledge of the fact that the meeting is in violation thereof, is guilty of a misdemeanor.

(c) Any interested persons may commence an action by mandamus, injunction or declaratory relief for the purpose of stopping or preventing a violation or threatened violation of this Chapter by members of an agency or to determine the applicability of this Chapter to actions or threatened future action of an agency.

(d) In each suit brought under the Chapter, the court shall file a written Findings of Fact and Conclusions of Law and final judgment which shall also be recorded in the minutes of body involved.

(e) The court shall permanently enjoin any person adjudged to have violated this Chapter from further violating this Chapter. Each separate action taken which is not in accordance with this Chapter shall constitute a separate violation.

(f) The final judgment or decree in each suit shall state that the court shall retain jurisdiction over the parties and subject matter for a period of one (1) year from date of entry and the court shall order the defendants to report in writing twice annually to the court of their compliance with this Chapter.

SOURCE: GC § 3239 added by P.L. 13-35.

§ 8116. Severability.

If any provision of this Chapter or the application of any Section thereof, to any person or circumstance is held invalid, the validity of the remainder of said Chapter and the application of such provisions to other persons or circumstances shall not be affected thereby.

SOURCE: GC § 3240 added by P.L. 13-35.

COL07112011

Agency for Human Resources Development

State Integrated Workforce Plan

PY 2012 – PY 2016

Assurances 7 & 42

GWIB By-Laws:

Membership

7 – Department of Public Health & Social Services

42 – Department of Integrated Services for Individuals with Disabilities

GUAM WORKFORCE INVESTMENT BOARD

BYLAWS

OCTOBER 1999

Adopted 17 December 1999

TABLE OF CONTENTS

ARTICLE I	Name and Authority	3
ARTICLE II	Purposes, Functions, & Responsibilities	3
ARTICLE III	Membership	4
ARTICLE IV	Officers and their Duties	5
ARTICLE V	Board Meetings and Rules	6
ARTICLE VI	Standing and Ad Hoc Committees	8
ARTICLE VII	Amendments	11
ARTICLE IX	Dissolution	11

GUAM WORKFORCE INVESTMENT BOARD

BYLAWS

ARTICLE I

Name and Authority

1.01 The name of this assemblage shall be the Guam Workforce Investment Board (GWIB). It shall be the official State, Local and Youth Board for the service delivery area, the island of Guam, in conformity with the standards set forth under Title I of the Workforce Investment Act (WIA) and its corresponding rules and regulations. The Board shall provide policy guidance for and exercise oversight with respect to activities under the State Plan. The Board shall also be an advisory body to the Governor, coordinating islandwide employment, training, and related delivery of services and activities as specified in the State Plan.

ARTICLE II

Purposes, Functions, and Responsibilities

2.01 The principal purposes of the Board are to:

a. Develop the State Plan (comprehensive five-year strategic plan for all workforce investment activities on Guam, specifically as the plan relates to youth, adult, and senior workforce needs);

b. Develop and continuously improve a statewide system of activities that are funded under or carried out through a one-stop delivery system;

c. Comment at least once annually on the measures taken pursuant to section 113(b)(14) of the Carl D. Perkins Vocational and Applied Technology Education Act (20 U.S.C. 2323(b)(14));

d. Designate local workforce investment areas;

e. Develop allocation formulas for the distribution of funds for adult employment and training activities and youth activities to local areas, as permitted under WIA section 128(b)(3)(B) and 133(b)(3)(B);

f. Develop and continuously improve comprehensive performance measures, including adjusted levels of performance, to assess the effectiveness of workforce investment activities in Guam, as required under section 136(b) of the Workforce Investment Act;

g. Prepare an annual report to the Secretary;

h. Develop an Islandwide employment statistics system described in section 15(e) of the Wagner-Peyser Act;

i. Develop an application for an incentive grant under section 503;

j. Designate "One-Stop" operators; conduct oversight with respect to the one-stop delivery system in the local area; and, terminate for cause any one-stop operators; and

k. Identify providers of training services.

ARTICLE III

Membership

3.01 The Governor shall appoint all members of the Board.

3.02 The Board shall consist of a minimum of 28 members representing the following:

a. Governor of Guam
b. Guam Legislature (2 Representatives);
c. Business Community (Small, Medium, Large – 11 Representatives)
d. Organized Labor (2 Representatives)
e. Community Colleges (1 Representative – Guam Community College)
f. One-Stop Partners (1 Representative Each)
   (1) Department of Labor
   (2) Agency for Human Resources Development
   (3) Department of Public Health and Social Services
   (4) Guam Housing and Urban Renewal Authority

(5) Division of Vocational Rehabilitation of the Department of Integrated Services for Individuals with Disabilities
(6) Department of Education
(7) Veterans Affairs Office

g. Other: Economic Development (1 Representative – Department of Commerce)

h. Youth Service Agencies (1 Representative Each)
(1) Department of Youth Affairs
(2) Superior Court of Guam, Juvenile Probation Services

i. Youths (2 Representatives – Recipients of or those seeking services under WIA)

j. Parents of Youth Seeking Help (1 Representative)

3.03 The initial number of members of the Board shall be determined in accordance with Title I of the Act. Thereafter, the Board shall determine the number.

3.04 The members of the Board shall be appointed to serve at the pleasure of the Governor and may serve until their successors are appointed.

3.05 If a vacancy occurs, the vacancy shall be filled by an appointment by the Governor. The appointed representative shall have full voting privileges.

3.06 No Board member shall be permitted to make or second a motion and/or vote on any issue where the action being taken specifically pertains to or affects that Board member's interest in any agency or business. However, such member shall be permitted to participate in the introduction, report and discussion of that issue.

3.07 No appointed member of the Board shall serve as a paid consultant to the Board.

3.08 If a Board member misses three (3) consecutive meetings without notice, the Chairperson shall contact the member in writing before recommending to the Governor that he or she be relieved of membership.

3.09 If a member is unable to attend a particular meeting or consecutive meetings, he or she may designate an alternate representative for such meetings. Should it be necessary to designate an alternate representative, the appointed member shall provide the Chairperson and/or Executive Secretary with a written notice indicating the name of alternate designee, reason for non-attendance and the right to vote on matters.

ARTICLE IV

Officers and their Duties

4.01 The officers of the Board shall consist of a Chairperson, Vice Chairperson, and Executive Secretary.

4.02 The Governor shall appoint the Chairperson, and the Vice Chairperson shall be appointed by the Chairperson. The Director of AHRD shall serve as the Executive Secretary and shall provide administrative support to the Board.

4.03 Officers shall serve terms in accordance with Article III, Section 3.04.

4.04 The officers shall perform the usual duties in such offices and such other duties as warranted to assist the Administrative Entity and the Governor in carrying out functions under the Act.

(a) Chairperson. The Board Chairperson shall:

(1) Preside over all meetings including those of the Executive Committee;

(2) Perform the usual functions of a Chairperson; and

(3) Serve as the spokesperson for the Board and sign all documents and reports of the Board as voted upon and directed by the Board members.

(b) Vice Chairperson. The Vice Chairperson shall:

(1) Assist the Chairperson as may be necessary in carrying out his/her functions under the Act, its associated rules and regulations, and provisions of the Board Bylaws described herein; and

(2) Assume all power and perform all duties of the Chairperson in his/her absence.

(c) Executive Secretary. The Executive Secretary shall:

(1) Provide assistance to the Chairperson in the development of related reports as may be necessary in the conduct of Board meetings and related activities under the Act;

(2) Perform other duties which include but not limited to:

A. Coordinating meeting arrangements;

B. Recording and preparing Minutes of all Board meetings and keeping attendance records; and

C. Collating, integrating, and ensuring the timely distribution of materials, documents and reports as may be required by the membership prior to scheduled meetings.

(3) Prepare and issue press releases concerning Board activities including public notice announcing open Board meeting.

ARTICLE V

Board Meeting and Rules

5.01 The Board shall meet at least monthly. Such regular meetings shall not exceed two (2) hours unless a vote to continue is moved and carried by a majority of Board members present.

5.02 Special meetings of the Board may be called by the Chairperson provided that members are given a 24-hour notice of such meeting.

5.03 Notice of all regular meetings shall be provided by the Board Executive Secretary to all members at least ten (10) days before each meeting.

5.04 Each Board member agrees to attend meetings regularly and take part in related committee work and deliberations.

5.05 A quorum will consist of 15 of the voting members of the Board, provided 8 are from the private sector, for doing business at Board meetings.

Alternate representatives shall have full voting powers if notice is given as required in Article III, Section 3.09.

5.06 Each member of the Board shall have one (1) vote. In case of a tie vote, the Chairperson shall cast the deciding vote.

5.07 Written Minutes shall be kept of all meetings and will be official documents. Minutes shall include but not limited to:

(a) The date, time and place of meeting;
(b) Members present or absent;
(c) The substance of all matters proposed, discussed or decided; and
(d) A record of any votes taken.

The Minutes shall be made public within thirty (30) days after the meeting.

5.08 The public records of the Board are open to inspection during working hours except when restricted by law, when under the jurisdiction of the court, and when necessary to protect an individual against the invasion of his/her right to privacy.

ARTICLE VI

Standing and Ad Hoc Committees

6.01 The following committees shall be established: Executive Committee; Planning & Coordinating Committee; Monitoring & Oversight Committee; Finance & Technology Committee; and Youth Affairs Committee.

6.02 The Chairperson of the Board shall appoint members to standing and ad hoc committees and nominate the Chairperson of the Committee subject to Board ratification. The Board Chairperson shall be an ex-officio member with the power to vote in order to break ties on all standing and ad hoc committee issues.

All standing and ad hoc committee actions shall be subject to ratification by the Board.

6.03 Executive Committee: The Executive Committee shall consist of the Board Chairperson, the Vice Chairperson, and the Chairpersons of the Standing Committees. Each Chairperson of a Standing Committee shall select a Vice Chairperson with the power to vote at all Executive Committee meetings.

The role of the Executive Committee is to determine and recommend policy to the members of the Board. The duties of the Committee shall include, but not limited to:

a. Recommending an entity to administer the education and job training strategic plan;

b. Developing procedures for removal of members prior to the end of their designated term;

c. Review and recommend approval of the Workforce Investment Act (WIA) Strategic Plan and all other State Plans that fall within the purview of the Guam Workforce Investment Board;

d. Recommend marketing and public relations campaigns;

e. Coordinating employment and training activities on the island;

f. Issuing studies, reports, or documents as it deems feasible to assist the service delivery area;

g. Comment at least once annually on the measures taken pursuant to section 113(b)(9) of the Carl D. Perkins Applied Technology Education Act (Section 122(b)(7)(B); and

h. Assess the extent to which employment and training, vocational education, rehabilitation services, public assistance, economic development, and other Federal, State and Local programs and services represent a consistent, integrated, and coordinated approach to meeting such needs.

6.04 Planning & Coordinating Committee: The roles and duties of the Planning & Coordinating Committee shall include, but not limited to:

a. Assisting in developing a Strategic Plan on education and job training programs pursuant to the requirements of the Workforce Investment Act (WIA);

b. Reviewing and commenting on State Plans related to employment and training;

c. Identify, in coordination with appropriate State agencies, employment, training, and vocational needs of the island;

d. Assist in the development of employment programs in the schools and private sector.

6.05 Finance & Technology Committee: Responsible for overseeing and monitoring of all funds allocated for programs authorized under WIA, including the review and approval of budget proposals submitted by the Administrative Entity for programs and operational costs. Duties and responsibilities also include, but not limited to:

a. Prescribing and maintaining comparable management information systems designed to facilitate the uniform compilation, cross tabulation, and analysis of programmatic, participant, and financial data, on statewide, local area, and other appropriate bases, necessary for reporting, monitoring, and evaluating purposes, including data necessary to comply with section 188 of the Act;

b. Monitoring the performance of providers in complying with the terms of grants, contracts, or other agreements made pursuant to the Act;

c. Assist in establishing fiscal control and fund accounting procedures as may be necessary to assure the proper disbursal of, and accounting of federal funds; and

d. Review all proposals for contractual services and make recommendations to the Board.

6.06 Monitoring & Oversight Committee: The role and duties of this committee shall include, but not limited to the following:

a. Recommend variations in performance standards;

b. Review the operation of programs conducted in the service delivery area and assess its availability, responsiveness and adequacy in meeting the needs of the target group population;

c. Recommend to the Board ways to improve the effectiveness of the operation of programs prescribed in the Workforce Investment Act (WIA);

d. Make an annual monitoring report to the Board which shall be a public document.

e. Provide comments and recommendations to the Board, Guam Legislature, State Agencies and the appropriate Federal Agencies on the relevancy and effectiveness of employment and training and related service delivery systems in the State; and

f. Design and evaluate job training programs and guidelines that promote the employability of the target group populations specified in the job training and education strategic plan pursuant to WIA.

6.07 Youth Affairs Committee: Responsible for designing youth programs that connect youth with the full range of services and community resources that will lead to academic and employment success. Duties and responsibilities include, but not limited to:

a. Assist in developing the youth-related portions of the local plan;

b. Recommending youth service providers to the Board;

c. Coordinating youth services, and conducting oversight of local youth programs and eligible providers of youth programs; and

d. Connecting and coordinating with all available resources, such as Job Corps, School-to-Work, educational agencies, Youth Opportunity Grants (if applicable), welfare agencies, community colleges, and other youth-related programs and agencies.

ARTICLE VII

Amendments

Amendments to this Bylaw shall be approved by two-thirds of the Board membership. Written notice of proposed amendments must be filed with the Executive Committee.

ARTICLE VIII

Dissolution

The duration of the Board shall extend throughout the life of the Act. In the event the Board is to be dissolved by repeal or amendment of the Act, procedures for dissolution shall be in accordance with State laws, rules and

regulations of the Act, and other terms of prior grant award, and any other legally binding condition or obligation.

AMENDMENT TO BOARD BYLAWS

This is to respectfully request an amendment to the Guam Workforce Investment Board Bylaws, specifically:

ARTICLE VI – Standing and Ad Hoc Committees
Section 6.03

To include the Executive Secretary of the Board as a member of the Executive Committee.

Section 6.03 should read:

Executive Committee: The Executive Committee shall consist of the Board Chairperson, the Vice Chairperson, and the Chairpersons of the Standing Committees. Each Chairperson of a Standing Committee shall select a Vice Chairperson with the power to vote at all Executive Committee meetings.

- **Bylaws Amendments and Board Vacancies: The Committee filed two amendments both amendments were approved and will be presented to the Board for approval.**

Section 3.06 is hereby deleted entirely and the following added:
A Board member or Youth Council member must neither cast a vote on, nor participate in any decision-making capacity, on the provision of services by such member (or any Organization which that member directly represents), nor on any matter which would provide any direct financial benefit to that member or a member of his immediate family.

Neither membership on the Board, the Youth Council nor the receipt of WIA funds to provide training and related services, by itself, violates these conflict of interest provisions.

Section 5.05 is hereby amended as follows:
A quorum will consist of 9 of the voting members of the Board, provided that 5 are from the private sector, for doing business at Board meetings.

3/24/2006
REF: GWIB BY-LAWS

GWIB

DUTIES & RESPONSIBILITIES

- A. DEVELOP STATE PLAN (5 YR. STRATEGIC PLAN)
- B. CONTINUOSLY IMPROVE ONE-STOP DELIVERY SYSTEM
- C. COMMENT ANNUALLY OF MEASURES OF PERKINS ACT
- D. DESIGNATE WORKFORCE INVESTMENT AREAS
- E. DEVELOP ALLOCATION FORMULAS
- F. DEVELOP/IMPROVE PERFORMANCE MEASURES
- G. REPORT ANNUALLY TO SECRETARY
- H. DEVELOP EMPLOYMENT STATISTIC SYSTEM
- I. DEVELOP APPLICATION FOR INCENTIVE GRANT
- J. DESIGNATE "ONE-STOP" OPERATORS
- K. I.D. TRAINING SERVICE PROVIDERS

GWIB COMMITTEES
CHAIRMAN

EXECUTIVE COMMITTEE

- A. ADMINISTER ENTITY
- B. MEMBER REMOVAL
- C. RVW/REC STATE PLAN APPROVAL
- D. MKT/PR CAMPAIGNS
- E. COORD EMPLOYMENT & TRNG
- F. STUDIES AS NEEDED
- G. ANNUAL MEASURES
- H. ASSESS NEEDS

PLANNING & COORDINATING COMMITTEE

- A. ASSIST DEV'T STATE PLAN
- B. RVW/CMT STATE PLAN
- C. I.D. TRAINING NEEDS
- D. ASSIST DEV'T EMPLOYMENT PROGRAMS IN SCHOOL & PVT SECTOR

MONITORING & OVERSIGHT COMMITTEE

- A. REC VARIATIONS IN PERFORMANCE STANDARDS
- B. RVW/ASSESS PROGRAM ADEQUACY
- C. REC EFFECTIVENESS
- D. ANNUAL MONITORING/REPORT TO GWIB
- E. RELEVANCY & EFFECTIVENESS
- F. DESIGN/EVAL TRNG PROGRAM

FINANCE & TECHNOLOGY COMMITTEE

- A. MAINTAIN M.I.S.
- B. MONITOR PROVIDERS
- C. ESTABLISH FISCAL CONTROL
- D. REVIEW PROPOSALS

YOUTH AFFAIRS COMMITTEE

- A. ASSIST PLAN DEV'T
- B. REC SVC PROVIDERS
- C. COORDINATE SERVICES/OVERSIGHT
- D. CONNECT/COORDINATE ALL SERVICES

Martha Rubic <martha.rubic@dol.guam.gov>

SCSEP Inclusion into the PY2012 State Plan

3 messages

Martha Rubic <martha.rubic@dol.guam.gov> Thu, Apr 5, 2012 at 1:42 PM
To: Alfredo Antolin <alfredo.antolin@dol.guam.gov>
Cc: prb <pbarcina@uguam.uog.edu>, BarcyGuam <programleader@gmail.com>

Good afternoon Alfredo,

Upon the advise of Mr. George "Gasman" Santos, Ms. Dorothy Gutierrez informed me that she will be forwarding me the (Senior Community Service Employment Program) SCSEP Plan to be included with our WIA/Wagener-Peyser Strategic Plan.

This was a recommendation from US DOL ETA as the State Integrated Workforce Plan has been significantly revised precisely for these types of changes, for more efficient delivery of services and alignment.

Keeping you informed as we forge forward for a new written projected 5-year State Plan. The new plan talks about cross-program strategic planning.

Martha

--
Martha Rubic
Planning Administrator
Planning Division
GDOL/AHRD
Hagatna, Guam

PeterRoy Barcinas <pbarcina@uguam.uog.edu> Thu, Apr 5, 2012 at 2:35 PM
To: Martha Rubic <martha.rubic@dol.guam.gov>, Alfredo Antolin <alfredo.antolin@dol.guam.gov>
Cc: BarcyGuam <programleader@gmail.com>

Martha,

Can you have this uploaded to the GWIB collaborator site?

Pete

From: Martha Rubic [mailto:martha.rubic@dol.guam.gov]
Sent: Thursday, April 05, 2012 1:42 PM
To: Alfredo Antolin
Cc: prb; BarcyGuam
Subject: SCSEP Inclusion into the PY2012 State Plan

[Quoted text hidden]

Martha Rubic <martha.rubic@dol.guam.gov> Thu, Apr 5, 2012 at 3:32 PM
To: PeterRoy Barcinas <pbarcina@uguam.uog.edu>
Cc: Alfredo Antolin <alfredo.antolin@dol.guam.gov>, BarcyGuam <programleader@gmail.com>

Hi Pete,
Will do. I'll have Joyjean upload since it's for our State Plan.
Martha
[Quoted text hidden]