

# **Agency for Human Resources Development**

## **State Integrated Workforce Plan**

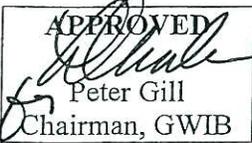
**PY 2012 – PY 2016**

**Assurances 35 & 36:**

**GWIB-WIA-01 -**

**WIA Youth Program**

**GUAM DEPARTMENT OF LABOR/AHRD**

<p><b>APPROVED</b>                    Peter Gill                  Chairman, GWIB</p>	<p><b>RESPONSIBILITY</b>                  GDOL/AHRD/GWIB</p>	<p><b>ORIGINATION DATE</b>                  1/31/08</p>	<p><b>NUMBER</b>                  GWIB-WIA-01</p>	<p><b>PAGE(S)</b>                  2</p>
<p><b>TITLE: WIA Youth Program - Definition of "An individual who requires additional assistance to complete an educational program or to secure and hold employment"</b></p>				

**SECTION I. PURPOSE**

WIA Sec. 101(13) defines an eligible youth an individual who:

- A. is not less than age 14 and not more than age 21;
- B. is a low income individual; and
- C. is an individual who is in one or more of the following categories:
  - i. Deficient in basic literacy skills;
  - ii. A school dropout;
  - iii. Homeless, runaway or foster child;
  - iv. Pregnant or parenting;
  - v. An Offender; or
  - vi. An individual who requires additional assistance to complete an educational program or to secure and hold employment.

Per 20 CFR Sec. 664.210, definitions and eligibility documentation requirements regarding the "requires additional assistance to complete an educational program, or to secure and hold employment" criterion of 20 CFR Sec. 664.200(c) (6) may be established at the State or local level. In cases where the State Board establishes State policy on this criterion, the policy must be included in the State Plan. (WIA Sec. 101(13) (C) (vi).)

**SECTION II. POLICY**

The Guam Department of Labor (GDOL) and Agency for Human Resources Development (AHRD) has oversight responsibilities of the WIA Youth Program on Guam. Therefore, the GDOL/AHRD in collaboration with the Guam Workforce Investment Board establishes the following definition for the Youth Barrier Category under WIA Sec. 101(13) (C) (vi) as:

"An individual who requires additional assistance to complete an educational program, or to secure and hold employment" is an individual who:

- 1. Is one or more grade levels below the grade level appropriate to the individual's age or has repeated at least one secondary grade level;
- 2. Is credit deficient (lacking credits to be on-track to graduate from high school in a timely manner);
- 3. Has a core GPA of less than 1.5 or is a postsecondary student deemed by a school official to be on academic probation;
- 4. Is a previous high school dropout or is deemed at risk of dropping out of high school by a school official;
- 5. Has been suspended two or more times from high school or has been expelled;
- 6. Is attending an alternative school;
- 7. Is an individual who does not speak English as their primary language and has a limited ability to read, speak, write or understand English;
- 8. Has documented physical, learning or mental disabilities;

Approved: 01/31/08 GWIB Mtg.

# **Agency for Human Resources Development**

## **State Integrated Workforce Plan**

**PY 2012 – PY 2016**

**Assurance 37:**

**Priority Index Ranking Form**

**AGENCY FOR HUMAN RESOURCES DEVELOPMENT (AHRD)**

GOVERNMENT OF GUAM  
 414 West Soledad Avenue ♦ GCIC Building  
 Hagatna, Guam 96910  
 Telephone: (671) 475-7075 ♦ Fax No: (671) 475-7098

**PRIORITY INDEX RANKING (PIR)**

**THE PURPOSE OF THIS PIR SYSTEM IS TO DETERMINE MOST-IN-NEED OF SERVICES. THE HIGHER THE POINTS THE MOST-IN-NEED YOU ARE. ADDITIONALLY, SHOULD FUNDING BECOME LIMITED, THE PIR SYSTEM ALONG WITH THE DATE OF APPLICATION WILL BE USED TO DETERMINE PRIORITY.**

NAME \_\_\_\_\_

LOW INCOME	5	
TANF/GENERAL ASSISTANCE/FOOD STAMP RECIPIENT	4	
HIGH SCHOOL DROPOUT	4	
HOMELESS OR RUNAWAY YOUTH	4	
FOSTER CHILD	3	
HEAD OF HOUSEHOLD	3	
SINGLE PARENT NOT HEAD OF HOUSEHOLD	3	
LACK OR POOR SIGNIFICANT WORK HISTORY	3	
INDIVIDUAL WITH A DISABILITY	3	
BASIC SKILL DEFICIENT	3	
OFFENDER	3	
DISPLACED HOMEMAKER	3	
PREGNANT OR PARENTING TEEN	3	
DISLOCATED WORKER	2	
UNEMPLOYED	2	
YOUTH (21 AND UNDER)	2	
POOR SCHOOL ATTENDANCE	2	
UNDEREMPLOYED	1	
SELF-CERTIFIED PHYSICALLY ABUSED YOUTH	1	
SELF-CERTIFIED ALCOHOL ABUSER (YOUTH)	1	
SELF-CERTIFIED DRUG ADDICT (YOUTH)	1	
<b>TOTAL POINTS</b>		

PROGRAM STAFF CERTIFICATION

\_\_\_\_\_  
 (Please Print Name & Sign)

\_\_\_\_\_  
 Date

I UNDERSTAND THAT THE TOTAL POINTS CERTIFIED MAY BE USED TO DETERMINE PRIORITY FOR SERVICES.

\_\_\_\_\_  
 (Please Print Name & Sign)

\_\_\_\_\_  
 Date

# **Agency for Human Resources Development**

## **State Integrated Workforce Plan**

**PY 2012 – PY 2016**

**Assurance 38:**

**Veterans Gold Card Criteria**

## New Employment Initiatives for Veterans

The [Gold Card](#) provides unemployed post-9/11 era veterans with the intensive and follow-up services they need to succeed in today's job market. The Gold Card initiative is a joint effort of the Department of Labor's Employment and Training Administration (ETA) and the Veterans' Employment and Training Service (VETS).

An eligible veteran can present the Gold Card at his/her local [One-Stop Career Center](#) to receive enhanced intensive services including up to six months of follow-up. The enhanced in-person services available for Gold Card holders at local [One-Stop Career Centers](#) may include:

- Job readiness assessment, including interviews and testing;
- Development of an Individual Development Plan (IDP);
- Career guidance through group or individual counseling that helps veterans in making training and career decisions;
- Provision of labor market, occupational, and skills transferability information that inform educational, training, and occupational decisions;
- Referral to job banks, job portals, and job openings;
- Referral to employers and registered apprenticeship sponsors;
- Referral to training by WIA-funded or third party service providers; and
- Monthly follow-up by an assigned case manager for up to six months.

Eligible veterans can [print a Gold Card](#) here.

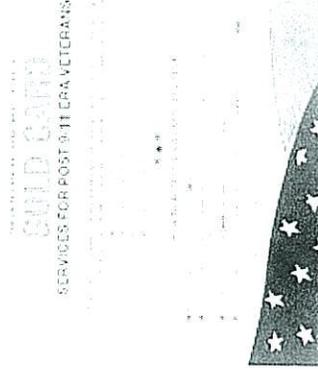
### MY NEXT MOVE

On [My Next Move for Veterans](#) ([www.MyNextMove.org/vets](http://www.MyNextMove.org/vets)) veterans will find a simple and quick search engine where they enter their prior military experience (branch of service and military occupation code or title) and link to the information they need to explore information on civilian careers and related training, including information they can use to write resumes that highlight related civilian skills. In addition, My Next Move for Veterans contains a link to an online assessment, the O\*NET Interest Profiler, which provides results comparable to the Strong Interest Inventory being used in the new Transition Assistance Program (TAP). Veterans who have not received an interest assessment as part of TAP can access and take this interest assessment online from a link in the lower right-hand corner of My Next Move for Veterans or directly at: <http://www.mynextmove.org/explore/ip>.

The Veterans Job Bank Search Widget is the latest tool developed by [NRD.gov](#) to help streamline the job search process for the military and Veteran communities. An easy to implement feature that can be added to any website, the Veterans Job Bank Search Widget gives users the ability to search for jobs from thousands of military-friendly employers worldwide based on keyword, military occupation code (MOC) and/or location. As with the NRD State Widget and Search Widget, the Veterans Job Bank Search Widget is maintenance free and automatically updates as jobs are posted by employers.

Employers who would like to participate in the Veterans Job Bank initiative can visit our [Instructions for Employer Participation](#).

In addition, DOL has joined forces with Microsoft to provide veterans in communities across the Seattle, Washington, San Diego, California, Houston, Texas; Northern Virginia; and Jacksonville, Florida regions with vouchers for no-cost training that can lead to important industry recognized credentials. Each area will receive 1,000 vouchers per year for two years, totaling 10,000 vouchers. In addition, Microsoft will provide in-person support to ensure veterans and their spouses are successful in their training and certification, and the local workforce areas will help connect the veterans and their spouses to potential employers in their area. For more information about this initiative, including where the vouchers will be distributed, visit <http://www.microsoft.com/veterans>.



# **Agency for Human Resources Development**

## **State Integrated Workforce Plan**

**PY 2012 – PY 2016**

**Assurance 40:**

**22 GCA 7:**

**Creation of Guam Employment Service under the  
direction of the Director, Department of Labor**

**22 GCA BUSINESS REGULATIONS  
CH. 7 EMPLOYMENT SERVICE LAW**

**CHAPTER 7  
EMPLOYMENT SERVICE LAW**

- Article 1. Employment Service Law.
- Article 2. Commercial Employment Agencies.

**ARTICLE 1  
EMPLOYMENT SERVICE LAW**

- § 7101. Short Title.
- § 7102. Acceptance.
- § 7103. Guam Employment Service.
- § 7104. Guam Employment Service: Administrator.
- § 7105. Director of Labor: General Authority.
- § 7106. Use of Information.
- § 7107. Employment Service Fund.
- § 7108. Employment Service Fund: Source of Monies.
- § 7109. Employment Service Fund: Handling of Fund Monies.
- § 7110. Employment Service Fund: Security.
- § 7111. Employment Service Fund: Replacement of Monies.
- § 7112. Distribution of Alien Contract Worker Quota.
- § 7113. Payment of Alien Contract Workers.
- § 7114. Wages for Alien Contract Employees.
- § 7115. Prohibition on Accepting Fee for Employment of Alien Contract Workers.
- § 7116. Criminal Liability.
- § 7117. Construction.
- § 7118. Mandatory Registration of Non-Immigrant Temporary Worker.
- § 7118.1. Temporary Labor Certification for Non-Immigrant Workers; Restrictions; Penalties.
- § 7119. Non-Immigrant Temporary Worker Registration Fee.
- § 7120. Manpower Development Fund.
- § 7121. Repatriation Guaranty Bond.
- § 7122. Performance and Payment Bond.
- § 7123. When Bond Required.
- § 7124. Prevailing Wages.
- § 7125. Penalties.
- § 7126. Testing of Temporary Workers' Skills.

22 GCA BUSINESS REGULATIONS  
CH. 7 EMPLOYMENT SERVICE LAW

**§ 7101. Short Title.**

This Chapter may be cited as the *Employment Service Law*.

SOURCE: GC § 44000.

**§ 7102. Acceptance.**

The government of Guam hereby accepts the provisions of the Act of Congress of June 6, 1933, as now in effect or as hereinafter amended, hereinafter referred to as the Wagner-Peyser Act (48 Stat. 113, as amended, 29 U.S.C., 49 et seq.), in conformity with § 4 of said Act, and shall observe and comply with the requirements of said Act. The Department of Labor is hereby designated the agency of Guam for the purpose of said Act, and is vested with all powers necessary to cooperate with the United States Employment Service in accordance with the provisions of said Act.

SOURCE: GC § 44001.

**§ 7103. Guam Employment Service.**

There is hereby created as a division of the Department of Labor, the Guam Employment Service, whose function it shall be to establish and maintain free public employment offices in such places and in such manner as may be necessary for the proper and efficient administration of this Chapter, and as may be necessary to perform such duties and function as are within the purview of the Wagner-Peyser Act.

SOURCE: GC § 44002.

**§ 7104. Same: Administrator.**

The Director of Labor shall appoint, under the Personnel Law and Compensation Law, subject to such additional standards as may be required by the United States Department of labor, a full-time, salaried officer to administer the Guam Employment Service, to be known as the Administrator thereof, and such other personnel as may be required to carry out the purposes of this Chapter. Such officer shall, under the direction and supervision of the Director of Labor, be responsible for the operation of the service.

SOURCE: GC § 44003.

22 GCA BUSINESS REGULATIONS  
CH. 7 EMPLOYMENT SERVICE LAW

**§ 7105. Director of Labor: General Authority.**

The Director of Labor shall cooperate with any authority of the United States having powers or duties under the Wagner-Peyser Act or under any subsequent Acts of Congress further amending that Act or relating to the promotion and maintenance of a system of free public employment offices. he is empowered to take such steps and to do all things necessary to secure to Guam the benefits of said Act or Acts.

SOURCE: GC § 44004.

**§ 7106. Use of Information.**

All information obtained by the Service from workers, employers, applicants or other persons in the course of administering this Chapter shall be used solely for the purpose of such administration and shall not be disclosed directly or indirectly for other purposes except in accordance with policies or regulations promulgated by or at the direction of the Secretary of Labor of the United States.

SOURCE: GC § 44005.

**§ 7107. Employment Service Fund.**

There is hereby established a special fund called the Employment Service Fund, hereinafter called *the Fund*, which shall be maintained separate and apart from any other funds of the government of Guam, and independent records and accounts shall be maintained in connection therewith. All monies which are deposited in or paid into the Fund are hereby appropriated to and made continuously available for expenditure in accordance with the provisions of this Chapter, and shall not lapse at any time or be transferred to any other fund. All monies in the Fund which are received from the United States Government or any agency thereof, or which are appropriated by the government of Guam for the purposes described in this Chapter, shall be paid into the Fund, and shall be expended solely for the purposes of and in amounts found necessary by the Director of Labor for the proper and efficient administration of this Chapter.

SOURCE: GC § 44006.

**§ 7108. Employment Service Fund: Source of Monies.**

The Fund shall consist of all monies appropriated by the government of Guam or by the United States of America, or any agency thereof, or received from any other source for the administration of this Chapter; all