



GUAM DEPARTMENT OF

# LABOR

DIPATTMENTON HUMOTNÁT • Shirley A. Mabini, Ph.D., Director • Cecile B. Suda, Deputy Director

## *Fiscal Year 2015 Citizen Centric Report*

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## About Us

As mandated by Public Law 9-238, Title XLVI Chapter 1, Section 48052, the Guam Department of Labor’s purpose shall be “To foster, promote and develop the welfare of the wage earners of Guam, to improve their working and living conditions and also to advance their opportunities for occupational training and profitable employment.”

**Employment and Training:** The Department provides employment assistance, labor market information, and job training through the administration of the following programs: Adult, Dislocated Worker and Youth Programs; services for targeted populations authorized by the Workforce Innovation and Opportunity Act (WIOA), Employment Services authorized under the Wagner-Peyser Act; Foreign Labor Certification activities authorized by the Immigration and Nationality Act; the Senior Community Service Employment Program authorized by the Older American Act; Apprenticeship programs authorized by the National Apprenticeship Act, Job Corps Services through a Cooperative Agreement with the Hawaii Job Corps Center and Veterans Employment and Training Services through the Job for Veterans State Grants.

The Workforce Innovation and Opportunity Act (WIOA) presents opportunities to improve job and career options for our nation’s workers and jobseekers through an integrated, job-driven public workforce system that links diverse talent to businesses. WIOA consists of a nationwide system of one-stop centers, which directly provide an array of employment services and connect customers to work-related training and education.

**Regulatory and Compliance (Worker Protection):** The Department’s mission is to assure that every working man and woman in the workplace has safe and healthful working conditions. Our Division of Occupational Safety and Health (DOSH), the OSHA Onsite Consultation Program (a cooperative agreement with USDOL) and the Workers Compensation division, ensures the safety and health of Guam’s workers by setting and enforcing workplace safety and health standards; delivering effective enforcement; providing training, outreach and education; and encouraging continual improvement in workplace safety and health. Through these efforts, our safety division aims to reduce the number of worker illnesses, injuries, and fatalities. The Wage and Hour Division is responsible for administering and enforcing a number of laws that establish the minimum standards for wages and working conditions on the island. The Fair Labor Standards Act (FLSA) minimum wage provisions and the prevailing wage laws provide a floor for the payment of fair wages, while the FLSA overtime provisions are intended to broaden work opportunities and promote employment.

**Statistics:** The Bureau of Labor Statistics (BLS) produces relevant statistics reflecting labor market activity and working conditions. Statistics produced by BLS support the formulation of economic and social policy by providing data for analysis and decision-making.

Visit: [www.bls.guam.gov](http://www.bls.guam.gov)

### Special Points of Interest:

- Pursuant to Guam Public Law 32-178, new Minimum Wage Rate of \$8.25 per hour becomes effective January 1, 2015
- Guam Public Law 33-61, signed on August 24, 2015, places the former Agency for Human Resources Development (AHRD) under the Department of Labor and renames it as Division of Workforce Development and Training





## COMPLIANCE

| Wage & Hour                        |           |
|------------------------------------|-----------|
| Routine Investigations             | 1         |
| Complaint Investigations           | 103       |
| Enforcement of Wage Determinations | 1         |
| Collection of Back Wages           | \$121,292 |
| Certificate to Employ Minors       | 14        |
| Outreach/Awareness Clinics         | 24        |

| Fair Employment Practice       |       |
|--------------------------------|-------|
| EEO Inquiries                  | 1,525 |
| EEO Charges Formalized         | 142   |
| EEO Charges with Resolution    | 76    |
| EEO Outreach to H2-B Employers | 102   |
| EEO Outreach/Awareness Clinics | 3     |

| H2-B Compliance                    |             |
|------------------------------------|-------------|
| No. of Identification Cards Issued | 2,075       |
| No. of Worker Housing Inspections  | 188         |
| No. of Job Site Inspections        | 82          |
| No. of Citations Issued            | 23          |
| Total Registration Fees Collected  | \$1,592,494 |

| OSHA On-Site Consultation                      |    |
|--|----|
| Safety and Health Compliance Assistance Visits | 59 |
| Initial Safety Visits                          | 43 |
| Follow-Up Visits                               | 3  |
| Training and Education Visits                  | 8  |
| Outreach Assistance                            | 4  |

| Worker's Compensation Commission          |           |
|---|-----------|
| Total Accidents Reported – Public         | 1,018     |
| Total Accidents Reported – Private        | 2,758     |
| Total Compensation Payments               | \$20,228  |
| Medical Obligations – Line Agencies       | \$588,476 |
| Medical Obligations – Autonomous Agencies | \$93,626  |



### Unemployment Compensation for Ex-service Members (UCX)

Individuals who are discharged from “Federal military service” may be qualified for UCX benefits under Federal UCX regulations. In accordance with 20 CFR 614.5 and 614.6, the “paying” state for UCX benefits is the state in which the UCX claim is filed by the ex-servicemember. This may include Unemployment Insurance (UI) among other benefits.

Through a cooperative agreement with the Mississippi Department of Employment Security (MDES) which started in February 2014, the American Job Center (AJC) provided services to assist and guide Guam-based service members in applying for weekly benefits averaging \$235 per week. Staff also provided assistance to service members with their weekly mandatory job search to keep their weekly benefits. A total of 116 unemployed service members received weekly benefits for the duration of their claims. The cooperative agreement ended in October 2014.



| Total Openings Received | Total No. of Employers | Total No. of Federal Contractors |
|-------------------------|------------------------|----------------------------------|
| 2,558                   | 175                    | 75                               |

### WIOA Program Statistics & Participant Demographics

| TOTAL PARTICIPANTS | Female | Male  | VETERANS |
|--------------------|--------|-------|----------|
| 6,195              | 2,902  | 3,293 | 244      |

| Youth | Adults | Seniors |
|-------|--------|---------|
| 654   | 5,541  | 551     |



### Participant Services

| Workforce Info Services | Staff Assisted Services | Career Guidance | Job Search Activities |
|-------------------------|-------------------------|-----------------|-----------------------|
| 2,737                   | 2,158                   | 977             | 1,121                 |

| Referred to Employment | Referred to WIOA Services | Exited from Services |
|------------------------|---------------------------|----------------------|
| 633                    | 98                        | 1,235                |

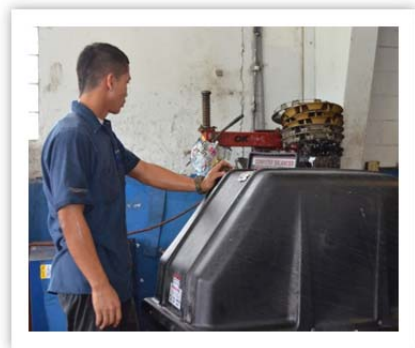
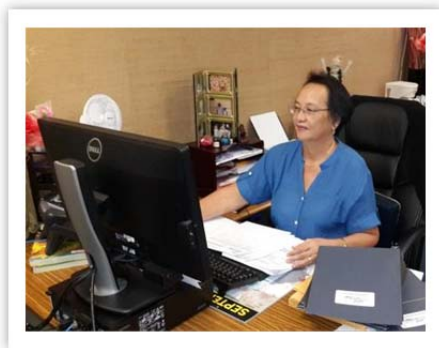
### Guam Registered Apprenticeship Program

| Category                             | FY 2013     | FY 2014   |
|--------------------------------------|-------------|-----------|
| Total No. of Participating Employers | 10          | 8         |
| Total Apprentices                    | 138         | 88        |
| Total Tax Credit Issued              | \$1,500,981 | \$748,494 |

| Description                  | Agency for Human Resources Development | Guam Department of Labor |
|------------------------------|--|--------------------------|
| Fiscal Year                  | FY2015                                 | FY2015                   |
| Revenue                      | \$6,260,254                            | \$8,999,798              |
| Expenditures                 | \$3,532,727                            | \$5,987,394              |
| <b>Expenditure Breakdown</b> |  |                          |
| Salaries/Benefits            | \$2,481,393                            | \$3,372,783              |
| Travel                       | \$42,918                               | \$73,540                 |
| Contractual                  | \$671,449                              | \$811,335                |
| Rental                       | \$298,572                              | \$439,638                |
| Supplies                     | \$13,849                               | \$76,260                 |
| Equipment                    | \$1,187                                | \$12,402                 |
| Drug Testing                 | \$0                                    | \$40                     |
| Sub-Recipient                | \$0                                    | \$1,088,197              |
| Federal Match                | \$0                                    | \$88,600                 |
| Telephone                    | \$23,359                               | \$29,760                 |
| Capital Outlay               | \$0                                    | \$18,833                 |
| Indirect Cost                | \$0                                    | \$2,206                  |
| EEOC Credits                 | \$0                                    | -\$26,200                |

**Notes:** Figures include the Serve Guam Commission, which was placed under the Office of the Governor through Executive Order 2015-05, signed February 13, 2015

Guam Public Law 33-61, signed on August 24, 2015, places the former Agency for Human Resources Development (AHRD) under the Department of Labor and renames it as Division of Workforce Development and Training



The Bureau of Labor Statistics continues to provide our island with Guam's economic indicators such as the Occupational Employment Statistics, the Current Employment Statistics, the Unemployment Situation on Guam, and the Annual Census of Establishment. Below is a snapshot of the types of statistics available on our website: [www.bls.guam.gov](http://www.bls.guam.gov)

| Employment         | Mar 2012 | Mar 2013 | Mar 2014 | Mar 2015 | Mar 2016 | Percent Change from 2015 | Percent Change from 2012 |
|--------------------|----------|----------|----------|----------|----------|--------------------------|--------------------------|
| Private            | 45,090   | 45,670   | 45,850   | 46,930   | 47,450   | 1.1%                     | 5.2%                     |
| Construction       | 6,040    | 6,080    | 6,590    | 6,740    | 6,430    | -4.6%                    | 6.5%                     |
| Federal Government | 4,080    | 4,010    | 3,990    | 4,040    | 3,940    | -2.5%                    | -3.4%                    |
| Government of Guam | 11,760   | 11,660   | 11,600   | 11,760   | 11,790   | 0.3%                     | 0.3%                     |
| Total Employment   | 60,930   | 61,340   | 61,440   | 62,730   | 63,180   | 0.7%                     | 3.7%                     |

| Weekly Earnings          | Mar 2012 | Mar 2013 | Mar 2014 | Mar 2015 | Mar 2016 | Percent Change from 2015 | Percent Change from 2012 |
|--------------------------|----------|----------|----------|----------|----------|--------------------------|--------------------------|
| Private (Nonsupervisory) | \$450.90 | \$468.38 | \$494.27 | \$499.29 | \$483.33 | -3.1%                    | 7.3%                     |
| GovGuam (All Branches)   | \$803.19 | \$837.13 | \$880.13 | \$924.45 | \$898.80 | -2.8%                    | 11.9%                    |

| Unemployment Rate | Mar 2011 | Mar 2012 | Mar 2013 | Mar 2014 | Mar 2015 | Change from 2014 | Change from 2011 |
|-------------------|----------|----------|----------|----------|----------|------------------|------------------|
|                   | 13.30%   | 11.80%   | 13.30%   | 7.40%    | 6.90%    | -0.5             | -6.4             |

| Gross Domestic Product                      | 2011    | 2012    | 2013    | 2014    | 2015    | Percent Change from 2014 | Percent Change from 2011 |
|---|---------|---------|---------|---------|---------|--------------------------|--------------------------|
| GDP (millions of dollars)                   | 4,928   | 5,199   | 5,364   | 5,566   | 5,734   | 3.0%                     | 16.4%                    |
| Real GDP (millions of chained 2009 dollars) | 4,887   | 4,986   | 5,079   | 5,143   | 5,166   | 0.4%                     | 5.7%                     |
| Population                                  | 159,500 | 159,800 | 160,300 | 160,900 | 161,700 | 0.5%                     | 1.4%                     |
| Real GDP per capita (chained 2009 dollars)  | 30,639  | 31,202  | 31,684  | 31,964  | 31,948  | -0.1%                    | 4.3%                     |

| Tourism                 | FY 2011      | FY 2012      | FY 2013      | FY 2014      | FY 2015      | Percent Change from 2014 | Percent Change from 2011 |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------------------|--------------------------|
| Total Visitors          | 1,147,134    | 1,270,161    | 1,337,665    | 1,341,171    | 1,372,531    | 2.3%                     | 19.6%                    |
| Occupancy Tax Collected | \$23,050,767 | \$26,054,475 | \$28,606,196 | \$34,451,301 | \$36,568,032 | 6.1%                     | 58.6%                    |



**Guam Department of Labor Main Office:**

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 Tel: (671) 475-7044/36 • Fax: (671) 475-6811 • Website: [dol.guam.gov](http://dol.guam.gov)

**American Job Center:**

Address: 710 West Marine Corps Drive • Suite 301, Bell Tower Plaza • Hagåtña, Guam 96910  
 Tel: (671) 475-7000/1 • Fax: (671) 300-4659 • Website: [hireguam.com](http://hireguam.com)