



**Combined Strategic Workforce
Development Plan**

**Senior Community Service Employment
Program Specific Requirements**

2024-2027

Senior Community Service Employment Program (SCSEP)

(OMB Control No. 1205-0040)

a. Economic Projections and Impact

1. Discuss long-term projections for jobs in industries and occupations in the State that may provide employment opportunities for older workers. (20 CFR 641.302(d)) (May alternatively be discussed in the economic analysis section of strategic plan.)

As discussed in the Workforce Analysis section of the Strategic Plan, Guam's workforce is aging with a disproportionate number of younger workers to replace the boomer generation, as well as generation X that is next in line for retirement. According to Census data, the pool of older workers aged 55 and above outnumbered younger workers aged 16 to 24 by nearly 80%. (Table 8).

Most of the demand for jobs as indicated in long-term occupational projections from 2020 to 2030 will occur in areas related to key drivers of Guam's economy, which are tourism, federal expenditures, and construction capital. The top 10 occupations categorized by growth are:

- Personal Care and Service
- Educational Instruction and Library
- Building and Grounds Cleaning and Maintenance
- Protective Service
- Community and Social Service
- Life, Physical, and Social Science
- Food Preparation and Serving Related
- Legal
- Computer and Mathematical
- Business and Finance Operations

Data from the 2020 Census shows that of the top 10 occupations where older workers were employed in 2020, four are also projected to see the most growth by 2030, which are in: Building and Grounds Cleaning Maintenance, Businesses and Finance Operations, Food Preparation and Serving, and Educational Instruction and Library (Table 9).

Table 9 - Occupation of Older Workers by Age

| OCCUPATION | Total | 55 to 59 years | 60 to 64 years | 65 years and over |
|---|--------|----------------|----------------|-------------------|
| Civilian employed population 16 years and over in households (excluding people in military housing units) | 58,078 | 6,215 | 4,210 | 3,904 |
| Management occupations | 6,083 | 874 | 618 | 632 |
| Business and financial operations occupations | 3,014 | 386 | 252 | 178 |
| Computer and mathematical occupations | 824 | 80 | 54 | 25 |

| OCCUPATION | Total | 55 to 59 years | 60 to 64 years | 65 years and over |
|---|--------------|-----------------------|-----------------------|--------------------------|
| Architecture and engineering occupations | 1,260 | 201 | 124 | 121 |
| Life, physical, and social science occupations | 461 | 46 | 43 | 32 |
| Community and social service occupations | 853 | 79 | 60 | 75 |
| Legal occupations | 407 | 59 | 37 | 64 |
| Educational instruction, and library occupations | 3,632 | 319 | 207 | 226 |
| Arts, design, entertainment, sports, and media occupations | 717 | 51 | 29 | 43 |
| Health diagnosing and treating practitioners and other technical occupations | 1,244 | 86 | 80 | 89 |
| Health technologists and technicians | 774 | 58 | 35 | 32 |
| Healthcare support occupations | 973 | 68 | 51 | 45 |
| Firefighting and prevention, and other protective service workers including supervisors | 1,520 | 131 | 80 | 64 |
| Law enforcement workers including supervisors | 837 | 72 | 32 | 11 |
| Food preparation and serving related occupations | 4,944 | 353 | 221 | 201 |
| Building and grounds cleaning and maintenance occupations | 3,001 | 474 | 294 | 307 |
| Personal care and service occupations | 1,041 | 91 | 55 | 68 |
| Sales and related occupations | 6,297 | 537 | 373 | 427 |
| Office and administrative support occupations | 7,190 | 726 | 457 | 355 |
| Farming, fishing, and forestry occupations | 78 | 12 | 6 | N |
| Construction and extraction occupations | 4,031 | 649 | 405 | 334 |
| Installation, maintenance, and repair occupations | 2,620 | 261 | 216 | 150 |
| Production occupations | 1,869 | 216 | 198 | 179 |
| Transportation occupations | 2,411 | 253 | 194 | 188 |
| Material moving occupations | 1,997 | 133 | 89 | 56 |

Source: U.S. Census Bureau Data, CT29 Occupation by Sex and Age

2. Discuss how the long-term job projections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skill training to be provided. (20 CFR 641.302(d))

As a partner to the American Job Center, SCSEP has come up with several strategies for increasing placement in unsubsidized employment. SCSEP administrators will

increase outreach activities to promote SCSEP, as well as increase partnerships with stakeholders.

Through recruitment and training efforts, and evaluation of program participants, SCSEP will be able to determine what kind of skills and interests participants have in order to move them in the OJT program and in unsubsidized jobs.

Of the top 10 occupations identified to have the most growth in the Bureau of Labor Statistics Long-Term Occupation Projections 2020-2030, workers age 55 and older are currently employed in four occupations: Building and Grounds Cleaning Maintenance, Businesses and Finance Operations, Food Preparation and Serving, and Educational Instruction and Library (Table 9). The remaining six occupations that are projected to see high demand are: Personal Care and Service; Protective Service; Community and Social Service; Life, Physical and Social Science; Legal; and Computer and Mathematical.

This means there is tremendous opportunity for seniors who want to stay in the workforce or return after they have retired. In fact, the Government of Guam has made legislative efforts to attract retirees to fill vacancies caused by attrition within the law enforcement community by lowering the retirement age. Governor Lou Leon Guerrero announced in her State of the Island Address on March 5, 2024, a new law enforcement initiative that offers paid training as long as the trainee signs a three-year commitment to serve the agency they trained with.

Requirements for the remaining six occupations projected to see the most growth:

- Personal Care and Service Occupations, according to the U.S. Bureau of Labor Statistics, required interaction with clients for 54.1% of workers, but at most (60% of workers) required light work. Less than a percent required very heavy work.
- Protective Service workers required the most physical activity and spent on average 43.2% of their workday sitting and 56.8% standing. A high school diploma was required for 82.3% of protective service workers, credentials were required for 89.4%, prior work experience for 30.4%, and on-the-job training was required for 75.9%.
- Community and Social Service workers had a high level of sedentary work at 59.1% but credentials were required for 74.6% of workers, including prior work experience for 63.1% and on-the-job training for 68% of workers. A bachelor's degree was required for 40.9% of workers while a master's degree was required for 34.6%.
- Life, Physical and Social Sciences had the widest range of occupations and requirements and required both sedentary (33.9%) and light (43.9%) work. On average, workers spent 37.3% of their day standing. Credentials were required for just over half of workers in this category while prior work experience was required for 71.1%, and on-the-job training was required for 71.3%. A bachelor's degree was required for 52% of workers.
- Legal occupations had the least physically demanding requirements with the level of sedentary work at 81.3%, however occupations in this category had

the highest demand for credentials at 78.2%. A professional degree was required for 60.5% of legal workers.

- Computer and Mathematical workers also had a high level of sedentary work but prior work experience was required of 82.9% of workers, and on-the-job training for 62.1%. A bachelor's degree was required for 65.5%.

3. Discuss current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c))

Guam will strive to improve performance by coordinating and leveraging resources while implementing internal systematic improvements to support employment opportunities for SCSEP participants. We will also continue efforts to be responsive to the workforce development initiatives or requirements that lead to program success. Working together with the American Job Center (AJC) partners, SCSEP will provide training, education, and support services to ensure Guam employers have a skilled workforce. The focus and emphasis on demand driven occupations is a common theme across the Economic, Education and Employment communities (E3).

SCSEP currently partners with the Mayors' Council of Guam and 19 municipalities and mayoral offices, as well as several government agencies to co-enroll SCSEP participants into employment opportunities, including senior centers. As of Program Year 2023-2024, SCSEP enrolled 60 participants with five pending enrollment. The goal is to enroll 65 and to over enroll to move at a full complement of participants as the program is expecting to lose seven participants due to durational limit, and unsubsidized 28 participants as part of its program goals.

SCSEP will partner with more government agencies, non-profit organizations, and private sector employers to provide more training and co-enroll with core programs to receive the necessary occupational training to meet the demands

b. Service Delivery and Coordination

1. A description of actions to coordinate SCSEP with other programs. This may alternatively be discussed in the State strategies section of the strategic plan, but regardless of placement in document, must include:

A. Planned actions to coordinate activities of SCSEP grantees with WIOA title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))

The Guam Department of Labor administers the SCSEP grant and the Workforce Innovation and Opportunity Act (WIOA) Title I, Title III Program Administrators are co-located and share the Department's Overall mission.

Bi-Weekly AJC Staff Meetings provide updates across programs including training and job opportunities for all program participants. The coordination across programs includes training opportunities for AJC case managers. An example of this cross-program training is in May and June of 2024, the National Veterans Training Institute will be conducting an in-person Advance Case Management Course and Managing Case

Management training hosted by the Department of Industrial Relations in Hawaii. All program Administrators were given a slot for their case managers to attend this training. This training activity will assist in aligning the Individual Employment Plan framework across training programs to better serve and assist with barriers to employment for all participants and remove any redundancy in service delivery.

The American Job Center Workforce Program Standards across core programs and the combined partner program remains in effect. The standards provide detailed dialogue and description of the one-stop services and activities across core programs and partner programs.

Collocated at the American Job Center provides for a seamless transition and referral to partner programs. The Guam SCSEP will continue to coordinate with WIOA Title III to provide basic career services at no cost to registered SCSEP participants providing comprehensive, workforce development related activities, including updating interviewing skills, resume preparation and job placement services.

B. Planned actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under the other titles of the Older Americans Act (OAA). (20 CFR 641.302(h))

The Guam SCSEP will reach out to organizations that administer programs under other titles of the Older Americans Act, to offer them the opportunity to become host agencies administered by Agencies on Aging and Disabilities. In addition, referrals will be made to congregate nutrition programs, transportation services, health and wellness programs.

C. Planned actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith- based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i))

The Guam SCSEP will work closely with its current partners and look to expand its community and faith-based organizations to enhance job training opportunities, create more employment placements, and provide additional support services for older workers seeking to re-enter or remain in the workforce. Additionally, SCSEP intends to partner with the Guam Regional Transit Authority and other transportation service providers who can offer transportation to participants to ensure older workers are able to continue participating in the workforce.

Current partner agencies include:

- Department of Public Health and Social Services
- Mayors' Council of Guam
- Division of Integrated Services for Individuals with Disabilities
- Division of Vocational Rehabilitation
- University of Guam
- Guam Community College

Expand partnerships and outreach efforts to improve workforce development strategies for senior workers, to include:

- Guam Regional Transit Authority
- Mane'lu
- Faith-based organizations
- Guam Hotel and Restaurant Association

D. Planned actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j))

The American Job Center promotes the alignment of workforce development programs, this includes promoting the use of Guam's web-based case management and job matching system "HireGuam". HireGuam is Guam's Virtual One-Stop system that provides labor exchange services for both Businesses and Job Seekers.

E. Actions to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335)

The Guam Department of Labor administers the SCSEP grant and the Workforce Innovation and Opportunity Act (WIOA) Title I, Title III Program Administrators are co-located and share the Department's Overall mission.

F. Efforts to work with local economic development offices in rural locations.

Guam is a single state recipient of funding for the SCSEP work-based program.

In addition, according to the SCSEP final rule where rural is defined as "areas not designated as a metropolitan statistical area by the Census Bureau; segments within metropolitan counties identified by codes 4 through 10 in the Rural Urban Commuting Area (RUCA) system; and RUCA codes 2 and 3 for census tracts that are larger than 400 square miles and have populations density of less than 30 people per square mile", there do not exist in Guam any communities that are considered rural communities.

2. The State's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (May alternatively be discussed in the State strategies section of strategic plan.)

Guam SCSEP will continue to prioritize efforts on maintaining key partnerships for successful job placement of program participants.

Guam SCSEP will actively engage employers through the Business Service Unit to assist seniors to meet directly with employers who are registered on HIREGUAM, and assist with skills matching and job placement opportunities.

Guam's long-term strategy also involves working with the American Job Center to connect seniors with potential employers through job fairs, as well as through outreach efforts through employer engagements.

Additionally, some strategies for employer outreach are as follows:

- Building partnerships with Guam Hotel and Restaurant Association (GHRA) and expanding the list of host agencies to include GHRA membership in hotel, hospitality business establishments and restaurants. The partnership will enhance job placement opportunities for SCSEP participants in Food Preparation and Serving Related Occupations such as cooks, fast food workers, restaurant counter attendants, customer wait staff, dining and cafeteria attendants, etc.
- Building partnerships with the Guam Contractors Association (GCA) and GCA Trades Academy (GCATA) to expand the list of host agencies to include federal contractors and other general contractors. The partnerships will enhance job placement opportunities for SCSEP participants in building/group cleaning and maintenance occupations such as groundskeeping workers, custodians and cleaners, domestic housekeeping cleaning workers, etc.
- Attending general membership meetings to develop and maintain close working relationships and establish linkages with various organizations such as GHRA, GCA, Federal government civilian employment with Human Resources Groups, Society for Human Resources Management (SHRM), and to include human resources divisions with numerous employers in other industries and other government entities.

3. The State's long-term strategy for serving minority older individuals under SCSEP. (20 CFR 641.302 (c))

Guam SCSEP will address the employment needs of the community and enroll the underserved population by:

1. Establishing a roadmap for diverse cultural services
2. Developing links with host agencies that welcome diverse people into the community
3. Referring participants to business resources, technical assistance and training offered in their language.
4. Marketing SCSEP to diverse organizations within the community via the media, and other service providers and direct referrals.
5. Ensuring recruitment/marketing efforts include specific targeted groups including veterans, persons with disabilities and diverse cultures.

In addition to the above priority populations, the following relative distribution of eligible individuals must also be recruited for SCSEP:

1. Persons with greatest economic need are those at or below poverty level established by the Federal Department of Health and Human services and approved by the Office of Management and Budget.
2. Minority individuals at or below the 125% of the Federal Poverty Level
3. Persons with greatest social need as a result of non-economic factors which include:
 - Persons with physical and mental disabilities
 - Persons with language barriers
 - Persons with cultural, social or geographic isolation

4. A list of community services that are needed and the places where these services are most needed. Specifically, the plan must address the needs and location of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

The provision of community service is a key component of SCSEP. Community Service positions are available for low-income seniors to earn the minimum wage of \$9.25 per hour in exchange for learning marketable skills. The participant trains in a host agency (non-profit agency or organization, local government office, or municipalities) for twenty (20) hours a week. The SCSEP grantee must engage the leadership of not-for-profit entities as partners to identify competitive job and career opportunities and skills needed to perform such jobs in order to provide practical training experiences. Host agencies are valuable partners in providing training in realistic work settings in order to prepare individuals for employment and career advancement in the competitive market. The Guam SCSEP administrators delegate the task of identifying the types of community services that are needed and the places participants where services are most needed.

| Community services needed | Providers with the most need |
|---|--|
| Office Support Trainee Clerical Trainee Messenger Trainee | SCSEP Offices American Job Center Department of Labor Offices Civil Service Commission Department of Administration Offices Department of Chamorro Affairs Guam Ancestral Lands Commission |
| General Helper Trainee | Guam Housing Corporation Guam Housing and Urban Renewal Authority |
| Community and Social Services Trainee | Department of Public Health and Social Services Mayors' Council of Guam Department of Youth Affairs |
| Farming/Agricultural and Parks Trainee | Department of Agriculture Department of Parks and Recreation |
| Healthcare Trainee | Guam Behavioral Health and Wellness Center Department of Public Health and Social Services |
| Education Office Aide Trainee General Helper Trainee | Guam Department of Education Guam Public Libraries |
| Transportation General Helper Trainees | Department of Public Works |
| Energy/Environmental Trainee | Guam Energy Office Guam Environmental Protection Agency |

Community Service Needs:

Guam SCSEP will continue collaborative efforts with village mayors and employers to ensure that community service needs are identified, and recruitment of host agencies are aggressively pursued to submit position descriptions for each participant to ensure that the training is aligned with the participant's Individual Employment Plan (IEP) and O-Net task description.

The Following host agencies are and will continue to be utilized as training sites:

- Guam Public School System
- Village Senior Citizen Centers
- Village Public Libraries
- Village Mayor's Office
- Community and Resource Centers
- University of Guam
- Guam Community College
- Public Health Centers, and
- Other government agencies that expressed a desire to train participants.

Job sites which offer training activities in the Tourism Industry may include but are not limited occupations and positions such as:

- Park attendants
- Food Service Workers
- Clerical Workers
- Administrative Assistants
- Customer Service Representatives
- Housekeepers

Non-Profit organizations and associations may qualify as host Agencies provided they have a 501-3 c status. Other positions that may be offered to seniors and retirees are:

- Medical helper
- Child care provider
- Customer service representative
- Teachers' aide
- Computer technician
- Language Translators for DCA
- Building Grounds Management/Maintenance
- Business office worker
- Health care worker
- Supermarket bagger/helper

5. The State's long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

Guam SCSEP has been successful for many years in providing work experience, supportive services, and job search assistance to Older Workers, and in assigning productive trainees to community service agencies. Selected services are identified with improvements that could lead to cohesive service system. The SCSEP mandates (CFR 641.535) designed to help program participant's increase their skill level so that they can advance from the program into unsubsidized employment.

Participant will be provided orientation to the SCSEP participant, including information on project goals and objectives, community service assignments, training opportunities, available supportive services, the availability of a free physical examination, participant rights and responsibilities, and permitted political activities, grievance procedures, time and attendance procedures. The orientation is a vital service which ensures that all program participants have a complete understanding of the level of commitment required and their role in meeting the requirements and expectations of the program. All program participants must be properly orientated to balance their understanding of the program and the outcomes that may be achieved. Improvements will be realized when program orientation is given the thoroughness and completed required to ensure that participants and host agency supervisors understand the program and their respective roles. The program participants must also be assessed on their work history, skills and interests, talents, physical capabilities, aptitudes, needs for supportive services, occupational preferences, training needs, potential for performing community service assignments, and potential for transition to unsubsidized employment. Program assessments take different paths because of the variety of instruments used to capture information about program participants. Regardless of the tool used for this purpose, if the information is documented in a format that is useful, beneficial and transferable, it will produce results that will help create a better picture for participants and how to successfully work with them while enrolled in the program.

Any information that is gathered during the assessment process must be used to develop an Individual Employment Plan (IEP) that includes an appropriate employment goal for each participant. The IEP is a very useful document that is intended to provide a clear path for how services will be provided to program participants to help find them employment. The key successful implantation of the plan is to make it a living document that is referenced often and updated where there are relevant changes or progress that has been made toward achievement of the goals listed in the plan. This particular service can be improved by ensuring that there are systems in place to include routine updates and the inclusion of host agency supervisors in understanding the goals outlined in the plan.

Participants must be placed in appropriate community service assignments in the community in which training must be provided or arranged based on the needs identified in the participant's IEP and consistent with SCSEP's goal of unsubsidized employment. SCSEP will try to accommodate and place participants facing transportation challenges within their respective village, if possible. SCSEP is also planning to engage in a long-term partnership with transportation agencies to provide transportation or busing services to seniors who are without transportation.

SCSEP participants will be allowed additional training outside the participant's community service assignments. This is a good option that is available to program participants who are seeking jobs without the desire to take advantage of additional training opportunities, while other participants are interested in short-term training that may not supplement their community service training at the level necessary to meet the demands of the job market. Appropriate services must be provided for participants, or the participants must be referred to appropriate services through the WIOA Title I. Continuous improvement in local relationships with various partners would ensure that our SCSEP participants are able to thrive with the services through the program and those they need from community partners. Currently, there are no major long-term changes planned for the SCSEP program, but our partners are encouraged to assist us in bringing new and innovative ideas that could potentially enhance SCSEP's performance and increase our operational efficiencies.

Implementation of the Workforce Innovation and Opportunity Act (WIOA) initiatives include continuous robust engagement with employers and work sponsors to address skill gaps. Comprehensive work-based training with programs such as pre-apprenticeship, apprenticeship, and other training were considered to encourage employers and job-seekers to register with HireGuam.com. All this is available at the American Job Center (AJC) and all are informed about career pathways and priority of service to individuals utilizing our services both online with HireGuam.com and walk-ins for those who come to the AJC seeking assistance for employment and training services.

6. The State's strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))

Guam SCSEP has been most successful in placing its participants within municipality and village mayoral offices at their senior citizen centers where they are able to maximize their skills and knowledge of their communities, peers, and foster a sense of belonging and purpose among residents they serve. The most prevalent occupations are Community and Social Services Trainee, and Office Support Trainee.

The regional economic challenges on the horizon for older workers include:

- Income insecurity
- Food insecurity and nutrition education
- Homelessness
- Lack of adequate health care services and long-term care support
- Need for emergency preparedness training

Guam SCSEP providers will recommend training in Guam's critical demand occupations to include health care, administrative and support services.

Grantee will develop relationships with businesses to determine local workforce skill needs and pair job ready participants with those businesses.

1. SCSEP providers will coordinate with the workforce system to represent the interest of older workers by:
 - Developing strategies to educate state, regional and local workforce investment boards about older worker issues.
 - Exploring development of a team of Title V organizations and other interested stakeholders to increase public awareness of the needs of the older worker
 - Participating in Regional Workforce Board meetings, conferences and workshops
 - Developing marketing materials to promote older worker issues to the Department of Labor, partners, employers, etc.
 - Conducting outreach and recruitment of diverse older workers and older individuals seeking employment, including those with barriers
 - Ensuring older workers have access to all skills development services provided through the American Job Center.

c. Location and Population Served, including Equitable Distribution

1. A description of the localities and populations for which projects of the type authorized by title V are most needed. (20 CFR 641.325 (d))

Census data is used to determine equitable distribution. The population shifts each year which causes some areas to be over-served and some to be under-served even though the numbers meet at the census figures. Guam SCSEP will adhere to any recommendation from the U.S. Department of Labor whenever new census data indicates shift in the location or over-enrollment for any other reason. Current SCSEP participants in subsidized community service assignments are encouraged to move into unsubsidized employment positions and ensure compliance with the Older American Act time limits. Guam Department of Labor oversees and administers the Senior Community Service Employment Program (SCSEP) for the following villages:

1. Agana Heights
2. Asan-Maina
3. Barrigada
4. Chalan Pago
5. Dededo
6. Hagat
7. Hagatna
8. Humatak
9. Inalahan
10. Mangilao
11. Mongmong-Toto-Maite
12. Sinajana
13. Talofofo
14. Tamuning
15. Yigo

2. List the cities and counties where the project will be conducted. Include the number of SCSEP authorized positions and indicate where the positions changed from the prior year.

The Guam Department of Labor was informed by the Employment and Training Administration of the U.S. Department of Labor that Guam was exempt from reporting its SCSEP Equitable Distribution requirements. Guam SCSEP did not compile an Equitable Distribution Report for PY 2022 but compiled data for PY 2023 as seen in Table 11.

Table 11 - SCSEP Equitable Distribution PY 2023-2024

| Village | PY 2023-2024 Participation |
|-------------------------|----------------------------|
| Agana Heights | 2 |
| Asan-Maina | 1 |
| Barrigada | 3 |
| Chalan Pago | 1 |
| Dededo | 8 |
| Hagat | 1 |
| Hagatna | 9 |
| Humatak | 1 |
| Inalahan | 5 |
| Mangilao | 8 |
| Mongmong-Toto-Maite | 1 |
| Sinajana | 4 |
| Talofof | 4 |
| Tamuning | 7 |
| Yigo | 3 |
| Total Enrollment | 57 |

3. Describe current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

Slot imbalances are dependent on participant enrollment pending village certification and request of assignment of participants from various areas and host agencies.

4. The State’s long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:

A. Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365.

Guam SCSEP will enroll eligible applicants into SCSEP programs and assign them to different host agencies for on-the-job training. Project participants are encouraged to improve their employability by attending training and computer classes. The goal is to upgrade their employability and partner with the Workforce Innovation and Opportunity Act (WIOA) and American Job Center to enroll participants in the different night school or community

college classes so they may earn their high school diploma or GED, while offering these classes at no cost to the SCSEP participants.

B. Equitably serves rural and urban areas.

Guam is considered a rural area and as such all areas are served equitably.

C. Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)

Priority is given to Veterans; Spouse of Veteran; 65 years and older; Homeless; Non-high graduate; convicted felon and or previous records with the law.

5. The ratio of eligible individuals in each service area to the total eligible population in the State. (20 CFR 641.325(a))

Guam is a single state in a one service area; the population is the same as the state and ratio is 100%

6. The relative distribution of eligible individuals who:

A. Reside in urban and rural areas within the State

Guam is considered a rural area.

B. Have the greatest economic need

Individuals or applicants living in poverty have the greatest economic need due to lack of employment or little to no employment history.

C. Are minorities

Guam is located within the Mariana Islands chain in the Micronesia region of the Western Pacific. Based on the 2020 Census, its total ethnic makeup is 32.8% Chamoru, 29.1% Filipino, 13.3% Native Hawaiian and Other Pacific Islander, 6.3% Other Asian, 6.8% White, 1.1% Mexican, 1.8% All Other Hispanic or Latino. Because of Guam's unique location and relatively small population, ethnic makeup of Guam residents are not prioritized in consideration of eligibility, rather, other criteria, such as age, income, employment status, and other factors.

D. Are Limited English Proficient

According to 2020 US Census data, of the 77,864 Guam residents who spoke a language other than English, 20% spoke English "less than very well." Out of the 34,779 seniors 55 and older, 31% spoke English "less than very well."

Guam SCSEP assists participants with language barriers in English as a Second Language (ESL) courses.

E. Have the greatest social need. (20 CFR 641.325(b))

Priority is given to the following individuals:

- a. Veterans (or in some cases, spouses of veterans) as established in the Jobs for Veterans State Act, 38 U.S.C. 421S (a) and the Senior Community Employment Program, Final Rule
- b. Those 55 years of age or older
- c. Have a disability
- d. Have limited English proficiency or low literacy
- e. Reside in a rural area
- f. Have low employment prospects

F. Formerly incarcerated individuals, as defined in TEGL 17-20

Priority for those formerly incarcerated individuals is in line with those whom have the greatest social needs.

Priority is given to the following individuals:

- Veterans (or in some cases, spouses of veterans) as established in the Jobs for Veterans State Act, 38 U.S.C. 421S (a) and the Senior Community Employment Program, Final Rule
- Those 55 years of age or older
- Have a disability
- Have limited English proficiency or low literacy
- Reside in a rural area
- Have low employment prospects

7. A description of the steps taken to avoid disruptions to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data become available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

The census data is used to determine equitable distribution. The population shifts each year causing some areas to be over-served and some to be under-served even though the numbers meet at the census figure. Guam SCSEP will adhere to any recommendation from the U.S. Department of Labor whenever a new census data indicates shift in the location and ensure it is in compliance with the Older Americans Act time limit.