



Combined Strategic Workforce Development Plan

Title III Program Specific Requirements

2024-2027

Guam PYs 2024-2027

Program-Specific Requirements for Wagner-Peyser Program (Employment Services)

All Program-Specific Requirements provided for the WIOA core programs in this section must be addressed for either a Unified or Combined State Plan.

a. Employment Service Staff

1. Describe how the State will staff the provision of labor exchange services under the Wagner-Peyser Act, such as through State employees, including but not limited to state merit staff employees, staff of a subrecipient, or some combination thereof.

Guam utilizes state-merit staff to provide labor exchange services under the Wagner-Peyser Act

2. Describe how the State will utilize professional development activities for Employment Service staff to ensure staff is able to provide high quality services to both jobseekers and employers

Guam will offer professional training and development for Employment Services (ES) staff through different training modes. This may include in-person classroom training, online training, workforce development webinars. Guam's goal is to increase staff knowledge, skills and abilities in program areas to provide quality services to job seekers, employers, and partner programs.

Guam will be working towards participating in a Certified Workforce Development Professional Training offered through a third party that will provide knowledge and skills on customer service, diversity, labor market information, effective communication, business and economic development.

3. Describe strategies developed to support training and awareness across core programs and the Unemployment Insurance (UI) program and the training provided for Employment Services and WIOA staff on identification of UI eligibility issues and referral to UI staff for adjudication

Guam does not have an Unemployment Insurance (UI) program however, training will be provided to Employment Service staff on WIOA Adult, Youth and Dislocated Worker, Vocational Rehabilitation Services, Adult Education and Public Assistance Programs.

b. Explain how the State will provide information and meaningful assistance to individuals requesting assistance in filing a claim for unemployment compensation through one-stop centers, as required by WIOA as a career service

Guam does not have an Unemployment Insurance Program.

c. Describe the State's strategy for providing reemployment assistance to UI claimants and other unemployed individuals

Guam does not have an Unemployment Insurance Program.

d. Describe how the State will use W-P funds to support UI claimants, and the communication between W-P and UI, as appropriate including the following:

1. Coordination of and provision of labor exchange services for UI claimants as required by the Wagner-Peyser Act;

Guam does not have an Unemployment Insurance Program, however, labor exchange services such as job search, referral to employment and other employment services will be provided to UI claimants who require employment service assistance.

2. Registration of UI claimants with the State’s employment service if required by State law;

Guam does not have an Unemployment Insurance Program, however, labor exchange services such as job search, referral to employment and other employment services will be provided to UI claimants who require employment service assistance.

3. Administration of the work test for the State unemployment compensation system, including making eligibility assessments (for referral to UI adjudication, if needed), and providing job finding and placement services for UI claimants; and

Guam does not have an Unemployment Insurance Program, however, labor exchange services such as job search, referral to employment and other employment services will be provided to UI claimants who require employment service assistance.

4. Provision of referrals to and application assistance for training and education programs and resources.

Guam does not have an Unemployment Insurance Program, however, labor exchange services such as job search, referral to employment and other employment services will be provided to UI claimants who require employment service assistance and/or referral to training programs as needed.

e. Agricultural Outreach Plan (AOP). Each State agency must develop an AOP every four years as part of the Unified or Combined State Plan required under sections 102 or 103 of WIOA. The AOP must include an assessment of need. An assessment need describes the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to: employment, training, and housing.

1. Assessment of Need. Provide an assessment of the unique needs of farmworkers in the area based on past and projected agricultural and farmworker activity in the State. Such needs may include but are not limited to: employment, training, and housing.

Agriculture has been an important part of Guam’s Culture with a potential for growth. In 2023, the Department of Agriculture recorded a total of 628 Bonafide Farmers on Guam. The Healthy and Prosperous Communities Workgroup of the Guam Green Growth (G3) identified framework identified 10+ Year Goals with 3-5 Year “SMART” Objectives which will be incorporated as Guam’s Agriculture and Outreach Plan (AOP). The goals and objectives of the G3 are as follows:

Goal 1: Address food system existing barriers that impact government supportive services and programs that impact food systems productivity and competitiveness

Objective:

Establish a food system permitting, reporting and resource support one-stop program

Promote food systems and production alliances between government and industry

Goal 2: Support and enhance collaborative food security research and development with industry partners and cooperators.

Objective:

Increase the number of new farmers with sustainable and stable farms incorporating innovative, progressive techniques centered on sustainability.

Goal 3: Develop food systems agriprenuer apprenticeship programs

Objective:

Pilot next generation farmer cohorts for targeted foods systems development actions

Promote Agriculture Workforce Development Initiatives that focus on recruitment and retention of traditional and non-traditional farm operators

Goal 4: Invest in building appropriate food systems resilience capacity by increasing the productivity of local agricultural production systems.

Objectives:

Promote joint strategies and actions supporting agricultural and natural resource management practices.

Sustain and expand the G3 Community Garden and Sea Grant Aquaculture and Aquaponics Project, i.e., ensuring funding and partnerships are secured.

2. An assessment of the agricultural activity in the State means: 1) Identifying the top five labor-intensive crops, the months of heavy activity, and the geographic area of prime activity; 2) Summarize the agricultural employers’ needs in the State (i.e. are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce); and 3) Identifying any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State

1) Identifying the top five labor-intensive crops, the months of heavy activity, and the geographic area of prime activity

Statistics below are from the publication of the Census of Agriculture 2018

Top Commodities by Number of Farms

Lemons and Limes	161 Farms	Island-Wide
Bananas	157 Farms	Island-Wide
Mangoes	131 Farms	Island-Wide
Avocados	122 Farms	Island-Wide

Commodity Group by Value of Sales

Vegetables and Melons	\$1,840,346.00
Nursery Crops	\$1,027,980.00
Livestock and Livestock Products	\$81,400.00
Poultry and Products	\$57,950.00

2) Summarize the agricultural employers’ needs in the State (i.e. are they predominantly hiring local or foreign workers, are they expressing that there is a scarcity in the agricultural workforce)

Most Agricultural employers hire locally with a vast majority of farms are operated by family members. There are no foreign farm workers.

3) Identifying any economic, natural, or other factors that are affecting agriculture in the State or any projected factors that will affect agriculture in the State

On May 24, 2023, Guam was hit by Super Typhoon Mawar which brought heavy rains and sustained winds of up to 150mph. Guam experienced substantial flooding, island-wide devastation, power and water outages. Most of the farmers experienced a total loss of their crops and livestock as well as damage to their equipment and supplies. FEMA Assistance, Micro Grants from Non-Profit Organizations and Disaster Unemployment Assistance are a few of the resources Guam farmers and farm workers were able to receive to assist in recovery efforts.

3. An assessment of the unique needs of farmworkers means summarizing Migrant and Seasonal Farm Worker (MSFW) characteristics (including if they are predominantly from certain countries, what language(s) they speak, the approximate number of MSFWs in the State during peak season and during low season, and whether they tend to be migrant, seasonal, or year-round farmworkers). This information must take into account data supplied by WIOA Section 167 National Farmworker Jobs Program (NFJP) grantees, other MSFW organizations, employer organizations, and State and/or Federal agency data sources such as the U.S. Department of Agriculture and the U.S. Department of Labor (DOL) Employment and Training Administration

Guam has no Migrant Seasonal Farmworkers, however, below is a snapshot of Guam Farmers

Guam Farmer Snapshot – 2018 (Census of Agriculture 2018) (Percentage)

<u>Age Group</u>	
≤45	5%
45-64	50%
65+	45%

Farming Primary Occupation

Farming	75%
Other	25%

Race

Chamorro	71%
Chinese	3%
Filipino	17%
White	3%
Other	6%

Registered Bonafide Farmers (G3 - Guam Department of Agriculture)

<u>Year</u>	<u>Count</u>
2018	330
2019	320
2020	270
2021	300
2022	798
2023	628

Gender Breakdown of Agriculture Farmers (G3 – CES Historical Summary June 2022)

<u>Year</u>	<u>Male</u>	<u>Female</u>
2018	300	30
2019	290	30
2020	220	50
2021	240	50
2022	300	30

4. Outreach Activities

The local offices outreach activities must be designed to meet the needs of MSFWs in the State and to locate and contact MSFWs who are not being reached through normal intake activities. Describe the State agency's proposed strategies for:

Although Guam does not have MSFWs we do acknowledge that we have one fully integrated one-stop center and outreach to farmworkers in remote areas is needed. The American Job Center will coordinate with local non-government organizations such as the Farmer's Co-Op, Guahan Sustainable Culture, Farm-to-Table and the University of Guam Cooperative Extension and Outreach and Western Pacific Tropical Research Center to educate on the services available to farmworkers at the American Job Center.

Monthly outreach at several famer's market held weekly and the largest during the weekend at the Farmer's Co-Op in Dededo

A. Contacting farmworkers who are not being reached by the normal intake activities conducted by the employment service offices

Although Guam does not have MSFWs we do acknowledge that we have one fully integrated one-stop center and outreach to farmworkers in remote areas is needed. The American Job Center will coordinate with local non-government organizations such as the Farmer's Co-Op, Guahan Sustainable Culture, Farm-to-Table and the University of Guam Cooperative Extension and Outreach and Western Pacific Tropical Research Center to educate on the services available to farmworkers at the American Job Center.

Monthly outreach at several famer's market held weekly and the largest during the weekend at the Farmer's Co-Op in Dededo

B. Providing technical assistance to outreach staff. Technical assistance must include trainings, conferences, additional resources, and increased collaboration with other organizations on topics such as one-stop center services (i.e. availability of referrals to training, supportive services, and career services, as well as specific employment opportunities), the Employment Service and Employment-Related Law Complaint System ("Complaint System" described at 20 CFR 658 Subpart E), information on the other organizations serving MSFWs in the area, and a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment.

Guam will offer professional training and development for Employment Services (ES) staff through different training modes. This may include in-person classroom training, online training, workforce development webinars. Guam's goal is to increase staff knowledge, skills and abilities in program areas to provide quality services to job seekers, employers, and partner programs.

C. Increasing outreach worker training and awareness across core programs including the Unemployment Insurance (UI) program and the training on identification of UI eligibility issues

Guam does not have an Unemployment Insurance Program, however, labor exchange services such as job search, referral to employment and other employment services will be provided to farmers/farmworkers who require employment service assistance.

D. Providing State merit staff outreach workers professional development activities to ensure they are able to provide high quality services to both jobseekers and employers

Guam will offer professional training and development for Employment Services (ES) staff through different training modes. This may include in-person classroom training, online training, workforce development webinars. Guam's goal is to increase staff knowledge, skills and abilities in program areas to provide quality services to job seekers, employers, and partner programs.

Guam will be working towards participating in a Certified Workforce Development Professional Training offered through a third party that will provide knowledge and skills on customer service, diversity, labor market information, effective communication, business and economic development.

E. Coordinating outreach efforts with NFJP grantees as well as with public and private community service agencies and MSFW groups

N/A – Guam does not have NFJP grantees

5. Services provided to farmworkers and agricultural employers through the one-stop delivery system

Describe the State agency's proposed strategies for:

A. Providing the full range of employment and training services to the agricultural community, both farmworkers and agricultural employers, through the one-stop delivery system. This includes:

i. How career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers

ii. How the State serves agricultural employers and how it intends to improve such services

Although Guam does not have Migrant Seasonal Farm Workers, we will provide services to our farm workers and farmers through the American Job Center.

The American Job Center through Employment Services will ensure that services are offered to our farm workers at the American Job Center. Guam will maintain compliance with federal regulations. Although Guam is a single state with no local workforce areas, the designated State Monitor Advocate will conduct reviews of services provided through the American Job Center where activity is expected. During these reviews, the SMA will determine whether Guam's One-Stop Career Center – American Job Center is operating in the best interests of farm workers and farmers.

Services Available at the American Job Center for Farmer Workers:

Assisting job seekers in completing full, quality registrations and resumes in HireGuam.com

Technical assistance through AJC-ES staff, including trainings, conferences, comprehensive Q&A workshops, supportive services and career guidance services as well as specific employment opportunities.

Collaborating with other state agency partners to access the services each one of them provides

Job Development

Referrals to Partner (State or Federal) Agencies; such as the Guam Department of Public Health and Social Services for SNAP Benefits

Labor Market Information

Limited English Proficiency Service

Information on the Employment Service Complaint System and Assistance in filing a Complaint

Job Fairs

Services Provided to Agricultural Employers through the American Job Center:

Access to Guam's internet-based labor exchange HireGuam.com that serves employers by locating, screening, and referring qualified workers from other areas when qualified workers are not available.

Information and assistance on the Foreign Labor Certification process

HireGuam.com self-serve or staff-assisted job orders and recruitment

Information and Referral to agencies offering programs or services benefiting the business community

Labor Market Information

Referrals of qualified workers to agricultural job openings on Guam

Job Fairs

Local offices offer a Conference room for recruitment purposes

B. Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups

The American Job Center will coordinate with local non-government organizations such as the Farmer's Co-Op, Guahan Sustainable Culture, Farm-to-Table and the University of Guam Cooperative Extension and Outreach and Western Pacific Tropical Research Center to educate on the services available to farmworkers at the American Job Center and the Employment Service Complaint System.

Monthly outreach at several farmer's market held weekly and the largest during the weekend at the Farmer's Co-Op in Dededo

C. Marketing the Agricultural Recruitment System for U.S. Workers (ARS) to agricultural employers and how it intends to improve such publicity.

Although Guam does not have H2-A or Migrant Seasonal Farm Workers, the American Job Center will make available to Agricultural Employers the ability to post their job openings on Guam's web-based case management system "HireGuam".

6. Other Requirements

A. Collaboration

Describe any collaborative agreements the state workforce agency (SWA) has with other MSFW service providers including NFJP grantees and other service providers. Describe how the SWA intends to build upon/increase collaboration with existing partners and in establishing new partners over the next four years (including any approximate timelines for establishing agreements or building upon existing agreements).

Guam does not have Migrant Seasonal Farm Worker service providers; however, the American Job Center will reach out to local non-profits such as Farm-to Table and Guahan Sustainable Culture to assist with workforce and training needs.

B. Review and Public Comment

In developing the AOP, the SWA must solicit information and suggestions from NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. In addition, at least 45 calendar days before submitting its final AOP, the SWA must provide a proposed plan to NFJP grantees, public agencies, agricultural employer organizations, and other organizations expressing an interest and allow at least 30 days for review and comment. The SWA must: 1) Consider any comments received in formulating its final proposed AOP; 2) Inform all commenting parties in writing whether their comments have been incorporated and, if not, the reasons therefore; and 3) Transmit the comments and recommendations received and its responses with the submission of the AOP.

The AOP must include a statement confirming NFJP grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations and other interested employer organizations have been given an opportunity to comment on the AOP. Include the list of organizations from which information and suggestions were solicited, any comments received, and responses to those comments.

Not applicable – Guam does not have NFJP Grantees or MSFW groups, however, Guam will continue to promote the Governor's Guam Green Growth (G3) Initiatives through the Healthy and Prosperous Communities Workgroup of the G3.

C. Data Assessment

Review the previous four years Wagner-Peyser data reports on performance. Note whether the State has been meeting its goals to provide MSFWs quantitatively proportionate services as compared to non-MSFWs. If it has not met these goals, explain why the State believes such goals were not met and how the State intends to improve its provision of services in order to meet such goals.

Guam does not have NFJP Grantees or MSFW.

D. Assessment of Progress

The plan must include an explanation of what was achieved based on the previous AOP, what was not achieved and an explanation as to why the State believes the goals were not achieved, and how the State intends to remedy the gaps of achievement in the coming year.

Guam does not have NFJP Grantees or MSFW.

E. State Monitor Advocate

The plan must contain a statement confirming the State Monitor Advocate has reviewed and approved the AOP.

Guam has requested technical assistance and is currently working with USDOL ETA on requirements of the State Monitor Advocate functions and responsibilities.

Wagner-Peyser Assurances

The State Plan must include assurances that:

The State Plan must include	Include
1. The Wagner-Peyser Act Employment Service is co-located with one-stop centers or a plan and timeline has been developed to comply with this requirement within a reasonable amount of time (sec 121(e)(3));	Yes
2. If the State has significant MSFW one-stop centers, the State agency is complying with the requirements under 20 CFR 653.111, State Workforce Agency staffing requirements;	Yes
3. If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser Act services, Adult and Dislocated Worker programs and Youth Programs under Title I; and	Yes
4. SWA officials: <ol style="list-style-type: none"> 1) Initiate the discontinuation of services; 2) Make the determination that services need to be discontinued; 3) Make the determination to reinstate services after the services have been discontinued; 4) Approve corrective action plans; 5) Approve the removal of an employer's clearance orders from interstate or intrastate clearance if the employer was granted conditional access to ARS and did not come into compliance within 5 calendar days; 6) Enter into agreements with State and Federal enforcement agencies for enforcement-agency staff to conduct field checks on the SWAs' behalf (if the SWA so chooses); and 7) Decide whether to consent to the withdrawal of complaints if a party who requested a hearing wishes to withdraw its request for hearing in writing before the hearing. 	Yes
5. The SWA has established and maintains a self-appraisal system for ES operations to determine success in reaching goals and to correct deficiencies in performance (20 CFR 658.601).	Yes

Wagner Peyser Program Performance Indicators

Performance Goals for the Core Programs

Wagner-Peyser

Performance Indicators	PY 2024 Expected Level	PY 2024 Negotiated Level	PY 2025 Expected Level	PY 2025 Negotiated Level
Employment (Second Quarter After Exit)	67.0	TBD	67.0	TBD
Employment (Fourth Quarter After Exit)	64.0	TBD	64.0	TBD
Median Earnings (Second Quarter After Exit)	\$7400	TBD	\$7400	TBD
Credential Attainment Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Measurable Skill Gains	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Effectiveness in Serving Employers	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹	Not Applicable ¹