

**Workforce Innovation and Opportunity Act (WIOA)  
Guam's Combined State Plan Workforce Policies and Governance  
Program Year 2020-2023**

WA 301	Industry Clusters and Collaboration (Statement of Work - SOW)
WA 301.1	ALIEN LABOR – GUAM EMPLOYMENT SERVICE LABOR MARKET TESTING ENHANCEMENTS
WA 302	AJC and Partnerships
WA 303	Organized Labor
WA 304	Vocational Rehabilitation (Public and Private)
WA 305	Community-based Organizations, Non-Government Organizations (NGOs), Community Partners, Faith-based organizations and Volunteerism
WA 305.1	Homeless Individuals; Homeless Coalition; Homeless Supportive Services; Homeless Outreach
WA 306	Economic Development
WA 307	Public Employment Service-Guam Employment Services (GES)
WA 307.1	Job Development Wagner-Peyser
WA 307.1A	
WA 307.1A1	Build and align programs that provide support mechanisms that assist employers and job seekers.
WA 307.2A1	Intensive services provided to job seekers who need additional assistance in seeking employment and staff assisted where appropriate.
WA 307.3A1	A functional integrated service delivery system

WA 307.4A1	Employment Resource and Workplace Information
WA 307.1B	
WA 307.1B1	Strengthening the GES Employer database System
WA 307.1B2	Collaboration with employers to post job openings with the GES
WA 307.1B3	Ensure IT and cross-training support provided to GES program staff and partners
WA 307.1B4	Increase integration of all appropriate programming structures and systems of the Guam GES with partner programs
WA 307.1C	
WA 307.1C1	Increase employment postings with the GES
WA 307.1C2	Increase funding to programs
WA 307.1C3	Employability and Job placement of customers
WA 307.1C4	GES Reports and Workforce Information
WA 307.2	Case Management
WA 307.2A	
WA 307.2A1	Intake Services (Registration)
WA 307.2B	
WA 307.2B1	Provide job seekers intensive services requiring special assistance in seeking employment.
WA 307.2B2	Facilitate the match between job seekers and employers.

WA 307.3	GES Program Operations
WA 307.4	Assessments and Evaluation
WA 307.5	Internet-based Workflow System
WA 307.6	GES Outreach
WA 307.6A	
WA 307.6A1	Support marketing services to employers to eliminate duplication of employer contacts
WA 307.6A2	Employer communication protocol aligned to GES program core services
WA 307.7	GES Employment Outcomes
WA 307.8	GES Program Reports
WA 308	Education
WA 308	Education
WA 308.1	Career and Technical Education (CTE)
WA 309	Policy Makers
WA 310	Youth Council
WA 311	Individual Training Accounts

WA 312	Workforce Waivers
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2. Provide useful and timely data and reports that align with economic and workforce development.

WA 201	Lifelong Learning
WA 202	Adult Dislocated Worker-SOW
WA 202.1	Dislocated Worker and Rapid Response Services-SOW
WA 202.3A	
WA 202.3A1	Provide resources for retraining and re-entry into the workforce
WA 202.3A2	Provides compensated work activity
WA 202.3A3	Provides linkages to network of supportive services via the AJC
WA 202.3A4	Provides economic benefits to needy families
WA 202.3B	
WA 202.3B1	Develop partnership MOUs and implement in timely manner
WA 202.3B2	Pilot Dislocated Worker Initiatives
WA 202.3B3	Integrate Lifelong learning incentives
WA 202.3B4	Outreach and Increase community awareness of displaced homemaker services; Align with Department of Public Health and Social Services to provide services to individuals exited from their TANF program
WA 202.3B4	Research

WA 202.3B5	Web based and social media support
WA 202.3B6	Establish criteria for “self-sufficiency” of a dislocated worker
WA 202.3B7	Improve customer-flow for dislocated workers to minimize the disruption caused by unemployment
WA 202.3B8	Establish eligibility standards for displaced spouses of military service members; Improve access to support services for this specific population
WA 202.3C	
WA 202.3C1	Increased funding support to new dislocated worker initiatives
WA 202.3C2	Increase employer awareness of dislocated worker programs, especially those not covered by WARN
WA 202.3C4	Established criteria for “self-sufficiency of a dislocated worker
WA 203	Incumbent Worker
WA 204	Senior Community Service Employment Program (SCSEP)
WA 204.1	Re-training and Education for Older Workers
WA 204.1	Participants to receive their high school diploma or GED
WA 204.1	On the job training from Host Agencies
WA 204.1B	
WA 204.1	To link and enroll participants in the Guam Community College and ASMUYAO

WA 204.2	Senior Outreach Efforts (Assign participants to different host agencies)
WA 204.2A	
WA 204.2A1	Building partnerships with Guam Hotel and Restaurant Association (GHRA) and expanding the list of host agencies to include GHRA
WA 204.2A2	Building partnership with the Guam Contractors Association (GCA) and the GCA Trades Academy 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 and Group Cleaning and Maintenance Occupations such as: Grounds Keeping Workers, Housekeeping, Janitors and Cleaners, Maids and Housekeeping, etc.
WA 204.2A3	Maintain a close working relationship and establish linkages with various organizations such as: GHRA, GCA, Civilian Military Task Force Labor -Committee Human Resources Group, Society for Human Resources Management (SHRM), to include Human Resources division of numerous employers in other industries
WA 204.2A4	To attend GHRA, GCA and SHRM meetings.
WA 204.2B	
WA 204.2B1	Employer database System
WA 204.3	Priority Enrollment (Veterans, Spouse of a Veteran, Eligible individuals age 60 or older, Eligible individuals age 55 to 59)
WA204.3B	

WA 204.3B1	Follow above recruitment priority
WA 204.4	Program Participant Recruitment and Distribution
WA 204.4B	
WA 204.4B1	Follow specified recruitment priority
WA 204.5	Avoidance of Disruption in Service – COVID-19
WA204.5B	
WA 204.5B1	Update all census information
WA 204.6	Unsubsidized Employments
WA 204.6B	
WA 204.6B1	Continue to partner with the American Job Center (AJC), Guam Hotel and Restaurant Association and Host Agencies.
WA 204.7	Collaboration and Partnerships
WA 204.7B	
WA 204.7B1	Enhance American Job Center (AJC) Program Delivery for Employers
WA 204.7B2	Employees and Career Strategies.
WA 204.7B3	Empower people and communities through Reporting of Economic and Workforce Data for Community Solutions

WA 204.7B4	Adopt a Youth, Adult, Dislocated Worker, Incumbent Worker and Senior Worker) Life Long Learning Philosophy and integrate the Workforce Learning Continuum as the Guiding Framework for the Power of e3 aligned with Regional Economies.
WA 204.8	Needs Assessment and Program Evaluation
WA 204.8B	
WA 204.8B1	Attend meetings and group discussions
WA 204.9	Program Service Improvement
WA 204.9B	
WA 204.9B1	Improve recruitment and unsubsidized employment.
WA 204.10	SCSEP Performance and Results Quarterly Report(SPARQ)
WA 204.10B	
WA 204.10B1	Ensure that all staff are entering the correct data
WA 204.11	Re-training and Education for Older Workers
WA 205	Veterans
WA 205.1	Disabled Veterans Outreach Program (DVOP)
WA 206	Apprenticeship
WA 206A	WIOA Partnerships with Registered Apprenticeship Sponsors
WA 206A.1	

WA 206A.1.1	Initiate apprenticeship training services for WIOA clients with Registered Apprenticeship Sponsors (RAS)
WA 206A.1.2	WIOA clients become skilled workers in demand occupations on Guam
WA 206B.1	
WA 206B.2.1	Conduct quarterly labor clinics to private sector employers promoting WIA services
WA 206B.2.2	Participation in workforce conferences, job fairs and local workforce associations meetings to promote WIOA services
WA 206B.2.3	Brochures on WIOA services
WA 206A.3	
WA 206A.3.1	Number of WIOA clients in apprenticeship programs
WA 206A.3.2	Memorandum of Understandings with RAS
WA 206A.3.2	Number of WIOA clients in unsubsidized employment
WA 206A.3.3	Number of WIOA clients who graduate from registered apprenticeship program
WA 206A.3.3	Feedback from RAS partners and clients
WA 207	Ex-offender
WA 208	Post-Secondary Institutions (Refer to post-secondary Institutional Strategic Plans and Program Initiatives)
WA 209	Adult On-the-Job (OJT) Training-SOW

WA 210	Work Experience (WE)
WA 211	Women Training Programs
WA 211.1	Women in Non-traditional Jobs (Helping Achieve TANF Success through Action (HATSA), Women Needing Education and Training, Women Needing Health Care, Women Against Violence, Advancement of Women in Power and Decision Making)
WA 211.1A	
WA 211.1A1	To aggressively address women employment and training opportunities on all private, public industries and on federal projects, Promoting recruitment and training for non-traditional occupations.
WA 211.1A2	To increase participation and representation of women across governing boards and commissions, and employers' organizations
WA 211.1A3	Provide Family/Support Integration Services
WA 211.1A4	To assist women in navigating help for education, health care, abuse
WA 211.1B	
WA 211.1B1	Support programs to increase awareness and provide technical support to women groups and organizations on Employment, Training, Education and Health
WA 211.1B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.1B3	Support Strategic Planning and grants technical training

WA 211.1B4	Support NGOs on community projects that reduce or eliminate violence against women and child.
WA 211.1B5	Increase the recognition of women for leadership positions with both public and private sectors and through the election process.
WA 211.1B6	Focus on hard to place women and youth into unsubsidized employment and training through Workforce Innovation and Opportunity Act (WIOA), University of Guam (UOG), Guam Community College (GCC) and Guam Trades Academy, particularly training for women in Construction and Caregivers.
WA 211.1B7	Develop community speakers' bureau with subject matter experts to speak on current situations occurring in the schools such as sexual abuse against students, i.e., "good touch, bad touch", violence at schools and village community centers, particularly to protect female (girl) children from sexual abuse within their families or friends.
WA 211.1B8	Transportation Support Initiatives
WA 211.1B9	Develop mentors for Junior High and Senior High school students in Science, Technology, Engineering and Math (STEM). Additionally, seek industries to assist with developing internships, mentoring relationships and job shadowing programs for successful career path. For high school drop-outs and/or out-of-school youth, Bureau of Women's Affairs (BWA) is hopeful to increase tutoring among the communities by utilizing UOG and GCC interns on their practicum requirements.
WA 211.1C	
WA 211.1C1	Number of women assisted to employment and training

WA 211.1C2	Number of women encouraged for continued education, leadership
WA 211.1C3	Increase level of engagement and participation in strategic planning Groups and committees to assist women and child in poverty
WA 211.2	Women in Poverty (Supportive Services, Workforce Development, Advocacy, Access to services)
WA 211.2A	
WA 211.2A1	To aggressively address women employment and training opportunities on all private, public industries and on federal projects, promoting recruitment and training for non-traditional occupations.
WA 211.2A2	To increase participation and representation of women across governing boards and commissions, and employers organizations
WA 211.2A3	To assist women in navigating help for education, health care, abuse.
WA 211.2B	
WA 211.2B1	Support programs to increase awareness and provide technical support to women groups and organizations on Employment, Training, Education and Health
WA 211.2B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.2B3	Support Strategic Planning and grants technical training
WA 211.2B4	Support NGOs on community projects that reduce or eliminate Violence against women and child.

WA 211.2B5	Teaching Life Skills (self-sufficiency)
WA 211.2B6	Housing Assistance and Support
WA 211.2B7	Transportation Assistance
WA 211.1C	
WA 211.2C1	Increase in community base programs addressing poverty
WA 211.2C2	Increase poverty grants
WA 211.2C2	Established collaboration with Government and community organizations
WA 211.2C3	Increased Advocacy
WA 211.3	Bureau of Women Affairs (BWA) (Programming Support, Outreach, Technical Assistance, Conference Planning)
WA 211.3A	
WA 211.3A1	Promote welfare of wage-earning women
WA 211.3A2	Provide Referral Services
WA 211.3A3	Conduct studies and research on women issues
WA 211.3B	
WA 211.3B1	Support programs to increase awareness and provide technical support to women groups and organizations on Employment, Training, Education and Health

WA 211.3B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.2B3	Support Strategic Planning and grants technical training and research/reports
WA 211.3C	
WA 211.3C1	Increases in programming activity and sponsored venues related to women issues
WA 211.3C2	Guam Women Monograph

3. Provide an effective and integrated workforce learning environment or system to promote lifelong learning continuum and align regional economies.

WA 201	Lifelong Learning
WA 202	Adult Dislocated Worker-SOW
WA 202.1	Dislocated Worker and Rapid Response Services-SOW
WA 202.3A	
WA 202.3A1	Provide resources for retraining and re-entry into the workforce
WA 202.3A2	Provides compensated work activity
WA 202.3A3	Provides linkages to network of supportive services via the AJC
WA 202.3A4	Provides economic benefits to needy families

WA 202.3B	
WA 202.3B1	Develop partnership MOUs and implement in timely manner
WA 202.3B2	Pilot Dislocated Worker Initiatives
WA 202.3B3	Integrate Lifelong learning incentives
WA 202.3B4	Outreach and Increase community awareness of displaced homemaker services; Align with Department of Public Health and Social Services to provide services to individuals exited from their TANF program
WA 202.3B4	Research
WA 202.3B5	Web based and social media support
WA 202.3B6	Establish criteria for “self-sufficiency” of a dislocated worker
WA 202.3B7	Improve customer-flow for dislocated workers to minimize the disruption caused by unemployment
WA 202.3B8	Establish eligibility standards for displaced spouses of military service members; Improve access to support services for this specific population
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WA 204.1	Re-training and Education for Older Workers
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WA 204.2A1	Building partnerships with Guam Hotel and Restaurant Association (GHRA) and expanding the list of host agencies to include GHRA
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WA 204.2A3	Maintain a close working relationship and establish linkages with various organizations such as: GHRA, GCA, Civilian Military Task Force (CMTF) Labor Committee Human Resources Group, Society for Human Resources

	Management (SHRM), to include Human Resources division of numerous employers in other industries
WA 204.2A4	To attend GHRA, GCA and SHRM meetings.
WA 204.2B	
WA 204.2B1	Employer database System
WA 204.3	<b>Priority Enrollment</b> (Veterans, Spouse of a Veteran, Eligible individuals age 60 or older, Eligible individuals age 55 to 59)
WA204.3B	
WA 204.3B1	Follow above recruitment priority
WA 204.4	Program Participant Recruitment and Distribution
WA 204.4B	
WA 204.4B1	Follow specified recruitment priority
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WA 204.5B1	Update all census information
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WA 204.6B1	Continue to partner with the American Job Center (AJC), Guam Hotel and Restaurant Association and Host Agencies.

WA 204.7	Collaboration and Partnerships
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WA 204.8B1	Attend meetings and group discussions
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WA 204.10	SCSEP Performance and Results Quarterly Report (SPARQ)
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WA 204.10B1	Ensure that all staff are entering the correct data

WA 204.11	Re-training and Education for Older Workers
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WA 206	Apprenticeship
WA 206A	WIOA Partnerships with Registered Apprenticeship Sponsors
WA 206A.1	
WA 206A.1.1	Initiate apprenticeship training services for WIOA clients with Registered Apprenticeship Sponsors (RAS)
WA 206A.1.2	WIOA clients become skilled workers in demand occupations on Guam
WA 206B.1	
WA 206B.2.1	Conduct quarterly labor clinics to private sector employers promoting WIA services
WA 206B.2.2	Participation in workforce conferences, job fairs and local workforce associations meetings to promote WIOA services
WA 206B.2.3	Brochures on WIOA services
WA 206A.3	
WA 206A.3.1	Number of WIOA clients in apprenticeship programs
WA 206A.3.2	Memorandum of Understandings with RAS
WA 206A.3.2	Number of WIOA clients in unsubsidized employment

WA 206A.3.3	Number of WIOA clients who graduate from registered apprenticeship program
WA 206A.3.3	Feedback from RAS partners and clients
WA 207	Ex-offender
WA 208	<b>Post-Secondary Institutions</b> (Refer to post-secondary Institutional Strategic Plans and Program Initiatives)
WA 209	Adult On-the-Job (OJT) Training-SOW
WA 210	Work Experience (WE)
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WA 211.1	<b>Women in Non-traditional Jobs</b> (Helping Achieve TANF Success through Action (HATSA), Women Needing Education and Training, Women Needing Health Care, Women Against Violence, Advancement of Women in Power and Decision Making)
WA 211.1A	
WA 211.1A1	To aggressively address women employment and training opportunities on all private, public industries and on federal projects, Promoting recruitment and training for non-traditional occupations.
WA 211.1A2	To increase participation and representation of women across governing boards and commissions, and employers' organizations
WA 211.1A3	Provide Family/Support Integration Services
WA 211.1A4	To assist women in navigating help for education, health care, abuse

WA 211.1B	
WA 211.1B1	Support programs to increase awareness and provide technical support to women groups and organizations on Employment, Training, Education and Health
WA 211.1B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.1B3	Support Strategic Planning and grants technical training
WA 211.1B4	Support NGOs on community projects that reduce or eliminate violence against women and child.
WA 211.1B5	Increase the recognition of women for leadership positions with both public and private sectors and through the election process.
WA 211.1B6	Focus on hard to place women and youth into unsubsidized employment and training through Workforce Innovation and Opportunity Act (WIOA), University of Guam (UOG), Guam Community College (GCC) and Guam Trades Academy, particularly training for women in Construction and Caregivers.
WA 211.1B7	Develop community speakers' bureau with subject matter experts to speak on current situations occurring in the schools such as sexual abuse against students, i.e., "good touch, bad touch", violence at schools and village community centers, particularly to protect female (girl) children from sexual abuse within their families or friends.
WA 211.1B8	Transportation Support Initiatives

WA 211.1B9	Develop mentors for Junior High and Senior High school students in Science, Technology, Engineering and Math (STEM). Additionally, seek industries to assist with developing internships, mentoring relationships and job shadowing programs for successful career path. For high school drop-outs and/or out-of-school youth, Bureau of Women's Affairs (BWA) is hopeful to increase tutoring among the communities by utilizing UOG and GCC interns on their practicum requirements.
WA 211.1C	
WA 211.1C1	Number of women assisted with employment and training
WA 211.1C2	Number of women encouraged for continued education, leadership
WA 211.1C3	Increase level of engagement and participation in strategic planning Groups and committees to assist women and children in poverty
WA 211.2	<b>Women in Poverty</b> (Supportive Services, Workforce Development, Advocacy, Access to services)
WA 211.2A	
WA 211.2A1	To aggressively address women employment and training opportunities on all private, public industries and on federal projects, promoting recruitment and training for non-traditional occupations.
WA 211.2A2	To increase participation and representation of women across governing boards and commissions, and employers organizations
WA 211.2A3	To assist women in navigating help for education, health care, abuse.
WA 211.2B	

WA 211.2B1	Support programs to increase awareness and provide technical support to women groups and organizations on Employment, Training, Education and Health
WA 211.2B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.2B3	Support Strategic Planning and grants technical training
WA 211.2B4	Support NGOs on community projects that reduce or eliminate Violence against women and children.
WA 211.2B5	Teaching Life Skills (self-sufficiency)
WA 211.2B6	Housing Assistance and Support
WA 211.2B7	Transportation Assistance
WA 211.1C	
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WA 211.2C2	Established collaboration with Government and community organizations
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WA 211.3	<b>Bureau of Women Affairs (BWA)</b> (Programming Support, Outreach, Technical Assistance, Conference Planning)
WA 211.3A	
WA 211.3A1	Promote welfare of wage-earning women

WA 211.3A2	Provide Referral Services
WA 211.3A3	Conduct studies and research on women issues
WA 211.3B	
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WA 211.3B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.2B3	Support Strategic Planning and grants technical training and research/reports
WA 211.3C	
WA 211.3C1	Increases in programming activity and sponsored venues related to women issues
WA 211.3C2	Guam Women Monograph

WA903.5	Statement of Work (SOW)
WA 903.6	Assessment Tools and Software SOW Assessment Software
WA 909	Workforce Studies and Research
WA 903	Program Evaluations and Monitoring
WA 903.3	Program Evaluation and Monitoring

WA 903.4	Case Management-Participant Services SOW
WA903.5	Statement of Work (SOW)
WA 903.6	Assessment Tools and Software
WA 905	<b>Workforce Reports</b> (Data Gathering, Management, and Analysis)
WA 905.1	Information Technology and Training
WA 905.1A	
WA 905.1A1	Provide end users with proficient, cost effective, secured, continually improved technological products, IT support, data management and reporting
WA 905.1A2	Provide staff members with the necessary resources and training to aide in the improvement of efficient comprehensive solutions to information technology concerns and challenges
WA 905.1B	
WA 905.1B1	GWDB and Agency Network - Rebuild network backbone to provide consistent and reliable data transfer.
WA 905.1B2	Server - Implement directory services to provide secure authentication of users and computers as well as provisioning centralized management within group policy.
WA 905.1B3	PC Workstations - Deploy industry standard workstations; hardware and software technology driven.

WA 905.1B4	Mobile Strategic Planning Unit - Provide complete mobile and transportable strategic planning unit to assist in emergency situations.
WA 905.1B5	Guam Workforce System - Provide a system to manage client data, growth analysis and federal reporting.
WA 905.1B6	Agency Website - Rebuild official website with enhanced content to communicate market and provide information to all end-users.
WA 905.1B7	Management Information Systems Staffing - Recruit qualified personnel to maintain current and future technological needs.
WA 905.1B8	Contractual Service - Provide a professional contractual service to assess and assist with all technological advancements.
WA 905.1B9	Capacity Building/Training - Provide training to all end-users to increase knowledge and maintain continuity with the advancements of technology.
WA 905.1C	
WA905.1C1	A modern, precise, all-inclusive, quality integrated information in a safe, effective, and reliable standard to reflect agency activities to improve decision making and workflow processes.
WA905.1C2	Solutions for software applications, hardware technology, and network infrastructure to support reliable data delivery
WA905.1C3	Availability of information technology tools to improve agency workflow, therefore more efficient and manageable.
WA905.1C4	Management Information Systems (MIS) staff certified training in their related fields to convey outstanding user service and satisfaction.

WA905.1C5	Quality technical training and services to agency staff members with the endorsement of security and disaster recovery organization stability.
WA 907	Performance Standards-Performance Measures and Performance Outcomes

4. Increase economic opportunities for Guam residents through partnerships, collaboration with businesses, local and federal government and non-government organizations (NGOs) as well as Community-based and Faith-based organizations.

WA 200-213	Adult Training Programs-SOW
WA 201	Lifelong Learning
WA 202	Adult Dislocated Worker-SOW
WA 202.1	Dislocated Worker and Rapid Response Services-SOW
WA 202.3A	
WA 202.3A1	Provide resources for retraining and re-entry into the workforce
WA 202.3A2	Provides compensated work activity
WA 202.3A3	Provides linkages to network of supportive services via the AJC
WA 202.3A4	Provides economic benefits to needy families
WA 202.3B	
WA 202.3B1	Develop partnership MOUs and implement in timely manner
WA 202.3B2	Pilot Dislocated Worker Initiatives

WA 202.3B3	Integrate Lifelong learning incentives
WA 202.3B4	Outreach and Increase community awareness of displaced homemaker services; Align with Department of Public Health and Social Services (DPHSS) to provide services to individuals exited from their TANF program
WA 202.3B4	Research

WA 202.3B5	Web based and social media support
WA 202.3B6	Establish criteria for “self-sufficiency” of a dislocated worker
WA 202.3B7	Improve customer-flow for dislocated workers to minimize the disruption caused by unemployment
WA 202.3B8	Establish eligibility standards for displaced spouses of military service members; Improve access to support services for this specific population
WA 202.3C	
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WA 202.3C2	Increase employer awareness of dislocated worker programs, especially those not covered by WARN
WA 202.3C4	Established criteria for “self-sufficiency of a dislocated worker
WA 203	Incumbent Worker

WA 206	Apprenticeship
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WA 206A	WIOA Partnerships with Registered Apprenticeship Sponsors
WA 206A.1	
WA 206A.1.1	Initiate apprenticeship training services for WIOA clients with Registered Apprenticeship Sponsors (RAS)
WA 206A.1.2	WIOA clients become skilled workers in demand occupations on Guam
WA 206B.1	
WA 206B.2.1	Conduct quarterly labor clinics to private sector employers promoting WIOA services
WA 206B.2.2	Participation in workforce conferences, job fairs and local workforce associations meetings to promote WIOA services
WA 206B.2.3	Brochures on WIOA services
WA 206A.3	
WA 206A.3.1	Number of WIOA clients in apprenticeship programs
WA 206A.3.2	Memorandum of Understandings with RAS
WA 206A.3.2	Number of WIOA clients in unsubsidized employment
WA 206A.3.3	Number of WIOA clients who graduate from registered apprenticeship program
WA 206A.3.3	Feedback from RAS partners and clients

WA 301	Industry Collaboration (Industry Clusters and Collaboration-(Statement of Work -SOW)
WA 301.1	ALIEN LABOR – GUAM EMPLOYMENT SERVICE LABOR MARKET TESTING ENHANCEMENTS
WA 302	AJC and Partnerships
WA 303	Organized Labor
WA 304	Vocational Rehabilitation (Public and Private)
WA 305	Community-based Organizations, Non-Government Organizations (NGOs), Community Partners, Faith-based organizations and Volunteerism
WA 305.1	Homeless Individuals; Homeless Coalition; Homeless Supportive Services; Homeless Outreach
WA 306	Economic Development
WA 307	Public Employment Service-Guam Employment Services (GES)
WA 307.1	Job Development Wagner-Peyser
WA 307.1A	

WA 307.1A1	Build and align programs that provide support mechanisms that assist employers and job seekers.
WA 307.2A1	Intensive services provided to job seekers who need additional assistance in seeking employment and staff assisted where appropriate.
WA 307.3A1	A functional integrated service delivery system
WA 307.4A1	Employment Resource and Workplace Information
WA 307.1B	
WA 307.1B1	Strengthening the GES Employer database System
WA 307.1B2	Collaboration with employers to post job openings with the GES
WA 307.1B3	Ensure IT and cross-training support provided to GES program staff and partners
WA 307.1B4	Increase integration of all appropriate programming structures and systems of the Guam GES with partner programs
WA 307.1C	
WA 307.1C1	Increase employment postings with the GES
WA 307.1C2	Increase funding to programs

WA 307.1C3	Employability and Job placement of customers
WA 307.1C4	GES Reports and Workforce Information
WA 307.2	Case Management
WA 307.2A	
WA 307.2A1	Intake Services (Registration)
WA 307.2B	
WA 307.2B1	Provide job seekers intensive services requiring special assistance in seeking employment.
WA 307.2B2	Facilitate the match between job seekers and employers.
WA 307.3	GES Program Operations
WA 307.4	Assessments and Evaluation
WA 307.5	Internet-based Workflow System
WA 307.6	GES Outreach
WA 307.6A	

WA 307.6A1	Support marketing services to employers to eliminate duplication of employment contacts
WA 307.6A2	Employer communication protocol aligned to GES program core services
WA 307.7	GES Employment Outcomes
WA 307.8	GES Program Reports
WA 308	Education
WA 308	Education
WA 308.1	Career and Technical Education (CTE)
WA 309	Policy Makers

WA 407.1	Marketing Outreach Plan
WA 407.1A	
WA 407.1A1	Have a current Marketing and Branding AJC Outreach Plan
WA 407.1A2	Increased Collaboration with Employers
WA 407.1A3	Workforce Conference Sponsorships

WA 407.1B	
WA 407.1B1	Conference Sponsorship in accordance with GWDB policies
WA 407.1B2	Updates to Brochures and Workforce Information Series
WA 407.1B3	Job Fairs
WA 407.1C	
WA 407.1C1	Increased awareness to the community of employment and training programs available at the AJC
WA 407.1C2	AJC Satellite Centers at village mayor's office to orientate village residents about eligibility for various partner programs/services
WA 407.1C3	Increased partnerships with private sector employers to "Hire Guam"
WA 407.1C4	Increased number of referrals to eligible training providers
WA 407.2	Community-based: Mayor's Council Movement
WA 407.3	'HIRE GUAM' Targeted Marketing Campaigns
WA 407.3A	

WA 407.3A1	Sponsor and align 'HIRE Guam" initiatives with Guam's 'Buy-Local' and Made-in-Guam Programs and initiatives.
WA 407.3A2	Advocacy for localizing strategies for employment and economic development
WA 407.3B	
WA 407.3B1	Design and develop 'HIRE GUAM ' campaign material
WA 407.3B2	Promote Workforce Community Buy-in Events
WA 407.3B3	Hire Guam Workforce Conference and Seminars
WA 407.3B4	Hire Guam Advocacy
WA 407.3B5	Engage the Guam and Regional Business Community
WA 407.3C	
WA 407.3C1	Increased Local Initiatives and local employment activity
WA 407.3C2	Increased marketing activity and greater awareness
WA 409	STEAM (Science, Technology, Engineering, Agriculture/Aquaculture & Mathematics)

WA 409.1	Promoting the Agricultural Sector: Farm Enterprises (Self-Employment ,Value-added of Local Agricultural Products, Start-up Agricultural Incubators) and Aquaculture Farms
WA 409.1A	
WA 409.1A1	Promotion of the STEAM initiative and conduct assessments of viable Agriculture/Aquaculture program enterprises to Agricultural producers, industry clusters, schools and others
WA 409.1A2	To increase participation and representation of Agricultural program development across governing boards and commissions, and employers' organizations
WA 409.1A3	Promoting Food Safety
WA 409.1B	
WA 409.1B1	Develop an Industry Collaborative GWDB/AJC Agricultural Outreach Plan
WA 409.1B2	Assist AJC participants navigate help for agricultural training programs, education, understand community food security
WA 409.1B2	Outreach Activities
WA 409.1B3	Proposed AJC Services

WA 409.1B4	Other Requirements of this Outreach Plan
WA 409.1C	
WA 409.1C1	Increased farm enterprise industry and program support
WA 409.1C2	Number of farm enterprises participating in programs
WA 409.1C3	Increased cultural capital (village sponsored agriculture based festivals)
WA 409.1C4	Increased agriculture based value-added products
WA 409.1C5	Agriculture training and credentialing

5. Provide WIOA stakeholders with a workforce investment system that is easy to access, navigate and assess with the HireGuam.com Virtual One Stop (VOS) system to ensure efficiency and effectiveness in the delivery of services to both employers and job seekers.

CODES	TITLES
WA 104	High-risk, Underserved Individuals and Families
WA 104.1	In-School Outreach Program
WA 104.1A1	

WA 104.1A1	Establish pipeline for most at-risk youth to enroll in available Youth Programs
WA 104.1A2	Establish follow through with school counselors on continuing services for students and referral system withdrawing participants
WA 104.1A3	Maintain constant communication between participant, school counselor and program staff with support immediately available as the need arises
WA 104.1B	
WA 104.1B1	Provides linkages to network of supportive services via the AJC
WA 104.1B2	Provide technical assistance and support related to immediate employment with a resume and generic job application
WA 104.1B3	Develop system to track participants after program completion
WA 104.1B4	Develop after school I services for participants to engage in positive alternatives
WA 104.1B5	Match participants with mentors and peer support
WA 104.1B5	Match participants with mentors and peer support
WA 104.1B6	Develop annual schedule that allows for program continuity

WA 104.1C	
WA 104.1C1	Increased academic achievement
WA 104.1C2	Increased in youth programming support for workforce training and career pathways
WA 104.1C3	Decreased involvement in risky behaviors
WA 105	Training and Development of Youth Workers
WA 105.1	On the Job Training-SOW
WA 105.2	Customized Training Youth -SOW
WA 106	Youth Talent Development (Career ladders, Articulation of secondary and post-secondary programs, Linking workforce jobs with education programs, School based initiatives)
WA 106.1	Youth Entrepreneurship Education
WA 106.1A	Youth Talent Development through the Learning Continuum
WA 106.1A1	
WA 106.1A1a	Promote Youth Career Ladder programming

WA 106.1A1b	Articulation of secondary and postsecondary programs that offer career preparation for participating students and provide graduates with lifelong learning and training for career development in emerging growth areas.
WA 106.1A1c	Link workforce development jobs with Educational Programs aligned to learning continuum in priority or focused areas: MOUs and MOAs
WA 106.1A1d	Structured programs supporting youth core initiatives
WA 106.1A2	Capacity Building: Franklin Covey Tutorials/Training
WA 106.1A2a	School Based Workforce Initiatives
WA 106.1A2b	Curriculum mapping between secondary and post-secondary programs
WA 106.1A2c	Joint-faculty partnerships between the Guam Community College and the University of Guam
WA 106.1A3	
WA 106.1A3a	Community based program alignment
WA 106.1A3b	Increased youth programming
WA 106.1A3c	Increased youth governance
WA 106.1B	Localizing Enterprise Facilitation Concepts

WA 106.1B1	
WA 106.1B1a	Understanding and being able to develop action plans (Business plans)
WA 106.1B1b	Entrepreneurship Resource Strategic Mapping of programs and successes
WA 106.1B1c	Community Based Resource Assessment
WA 106.1B1d	Organize Producer/Marketing Cooperatives
WA 106.1B1e	AJC based resources and business plans
WA 106.1B2	
WA 106.1B2a	Create a HYBRID of Enterprise Facilitation modules and pilot program
WA 106.2B2b	Program development for all GWDB partners and collaborators to promote the concept of entrepreneurship
WA 106.1B3	
WA 106.1B3a	Number of Entrepreneurship programs offered through partners and AJC
WA 106.1B3b	Usage of entrepreneurship resources and business plan adoption

WA 106.1B3c	Reports of Entrepreneurship programs
WA 106.1C	Entrepreneurship Initiatives
WA 106.1C1	
WA 106.1C1a	Mini-grants for Entrepreneurship Initiatives
WA 106.1C1b	Coordinated Entrepreneurship Seminars and Conferences
WA 106.1C1c	Provide education activities that give participants basic business skills to evaluate their proposed venture and potential feasibility
WA 106.1C2	
WA 106.1C2a	Coordination of SBDC and GEDA programs
WA 106.1C2b	Entrepreneurship Summit and AJC Business partner series
WA 106.1C2c	Pilot Community based Village Enterprises
WA 106.1C2d	Promote Guam Product Seal Program
WA 106.1C3	
WA 106.1C3a	Increased funding to programs

WA 106.1C3b	Number of participants in workshops and receiving grants
WA 106.1C3c	Number of workshops offered
WA 106.1C3d	Number of business licenses secured by participants- AJC
WA 106.2	Youth Career-based Learning Continuum Awareness and Integration (Align workforce development with educational programs)
WA 106.2A	
WA 106.2A1	Promote Youth Career Pathways programming and learning
WA 106.2A2	Articulation of secondary and postsecondary programs that offer career preparation for participating students and provide graduates with lifelong learning and training for career development in emerging growth areas.
WA 106.2A3	Link workforce development jobs with Educational Programs aligned to learning continuum in priority or focused areas: MOUs and MOAs
WA 106.2A4	Structured programs supporting youth core initiatives
WA 106.2A5	Youth Council and GWDB representation
WA 106.2B	

WA 106.2B1	School Based Workforce Initiatives
WA 106.2B2	Curriculum mapping between secondary and post-secondary programs
WA 106.2B3	Joint-faculty partnerships between the Guam community college and the University of Guam in program delivery and teaching, to include local and regional partnerships with the Pacific Post-Secondary Education Council.
WA 106.2B4	Pilot certifications for pathways to emerging career clusters
WA 106.2B5	Village based capacity-building programs aligned to community assets and industries
WA 106.2B6	Incorporating National Guard Bureau Family of Programs with workforce development
WA 106.2C	
WA 106.2C1	Community based program alignment
WA 106.2C2	Increased youth programming
WA 106.2C3	Increased youth governance
WA 108	Youth Programs

WA 108.1	In-school Youth Programs, Internships, Summer Employment, Youth Conferences, Youth Outreach, Junior Statesmen, Supportive Services)
WA 108.1A	
WA108.1A1	Build and align programs that provide mechanisms that assist parents, schools, and community to provide learning experiences or service learning that communicate the importance of local employment.
WA108.1A2	Internships cohorts and experience based (youth apprenticeship models)
WA108.1A3	Increase programming efforts in school-to-work linkages
WA 108.1B	
WA 108.1B1	Village based program Initiatives and Interagency, NGOs program leveraging working directly with youth serving organizations.
WA 108.1B2	Integrate learning continuum in all youth programming and year round
WA 108.1B3	Youth mini-grants for learning scholarships
WA 108.1B4	Promote Science, Technology, Engineering, Agriculture/Aquaculture, Mathematics (STEAM) career pathways Initiatives
WA 108.1B5	Youth internships and service learning

WA 108.1B6	Engage with post-secondary institutions to address career counseling, educational components.
WA 108.1B7	Explore options for meeting the demand exhibited during intercessions periods.
WA 108.1B8	Identify service providers to address gaps in leadership skills, employability skills, and mentoring.
WA 108.1C	
WA 108.1C1	Number of participants in programs
WA 108.1C2	Number of Youth Internships and sponsors supporting Youth programs
WA 108.1C3	Increased funding to Youth programs and related programs
WA 108.1C4	Strong follow-through from GDOE guidance counselors who provide mentoring and tracking of academic achievements
WA 108.1C5	Credit augmentation
WA 108.1C6	Increased linkages to network of supportive services of the AJC
WA 108.2	Youth Resource and Asset Mapping (Career Mentorship, Career Ladder, Data, Information and Reporting, Industry Collaboration)

WA 108.2A	
WA 108.2A1	Establish initializing program elements to build Career ladder system
WA 108.2A2	Career Mentorship
WA 108.2B	
WA 108.2B1	Monitoring and Data Systems– Full integration and implementation of the Pacific reporting system for increased accountability
WA 108.2B2	Strengthen the infrastructure that supports continuum innovations.
WA 108.2B3	Recruit and develop and retain outstanding service providers
WA 108.2B4	Support early childhood education intervention
WA 108.2B5	Establish systems to encourage career mapping
WA 108.2B6	Train youth for core employability competencies
WA 108.2B7	Improve computer facilities available to youth, possibly through IT outsourcing
WA 108.2C	

WA 108.2C1	Number of participants in program
WA 108.2C2	Partner and industry recruitment
WA 108.2C3	Number of service and training providers supporting programs
WA 108.2C4	Number of programs and initiatives and increased funding support
WA 109	Employment and Training Program (Programming Support, Learning Continuum, Technical Assistance, Case Management, Grantsmanship)
WA 109.1	
WA 109.1A	Matching youth career interests with AJC programs and services
WA 109.1B	Focus on alternative Education through the Learning Continuum and AJC
WA 109.2	
WA 109.2A	Promote community based programs for Out-of-School and At-risk Youth
WA 109.2B	Promote and encourage village based partnerships, Pilot Out-of-School, and At-risk program_modules that develop basic skills and identify learning disabilities.
WA 109.2C	Inventory and search for effective alternative school curriculum and modules and program materials.

WA 109.2D	Mini grants initiative for service providers, faith-based program development, piloting Out-of-School, <u>and At-risk Youth</u> modules.
WA 109.2E	Develop proposal for Distance Education Alternative Education programming leveraged through partners (GCC and UOG) aligned through lifelong learning and Learning continuum.
WA 109.2F	Create a dedicated Youth Case Worker for all Youth Case File Management across the ARTE programming framework.
WA 109.3	
WA 109.3A	Number of youth serving organizations participating in programs
WA 109.3B	Number of youth curriculum resources inventory and enhanced life skills programming
WA 109.3C	Increased academic achievement
WA 109.3D	Decreased involvement in risky behaviors
WA 110	Other Youth Programs (Youth Initiatives, Cost Avoidance Strategies, Youth Coalitions, Youth Council)
WA 110.1	Youth Cross Agency Workgroup
WA 110.1A	

WA 110.1A1	Promote and encourage Youth Initiatives
WA 110.1B2	Focus on importance of cost avoidance strategies
WA 110.1C3	Establish appropriate Youth coalitions
WA 110.1B	
WA 110.1B1	Promote Youth program best practices to include but not limited to the following: WIOA youth program public/private partnerships, village and community-based organizations, programs with NGOs, faith-based organizations and volunteerism
WA 110.1B2	Promote and encourage village based partnerships, Pilot Out-of-School, and At-risk program modules that develop basic skills and identify learning disabilities.
WA 110.1B3	Inventory and search for effective alternative school curriculum and modules and program materials.
WA 110.1B4	Establish Youth Council and promote venue to encourage cross planning among and between youth groups and collaborators.
WA 110.1C	
WA 110.1C1	Number of youth serving organizations participating in programs

WA 110.1C2	Establishment of Youth Council
WA 110.1C3	Increase in youth programming support for workforce training and career pathways
WA 110.2	Establish Youth Build and Job Corp
WA 110.2A	
WA 110.2A1	Matching youth career interests with AJC programs and services
WA 110.2A2	Focus on alternative Education through the Learning Continuum and AJC
WA 110.2B	
WA 110.2B1	Promote community based programs for homeless youth, youth with disabilities, youth offenders and youth transitioning out of foster care
WA 110.2B2	Conduct feasibility of establishing pilot or satellite Micronesian Job Corp Program for Guam and region.
WA 110.2B3	Evaluation of youth transition programs and promoting of best practices
WA 110.2C	
WA 110.2C1	Number of youth serving organizations participating in programs

WA 110.2C2	Number of youth entering unsubsidized employment
WA 110.3	In-School Outreach Program
WA 200-213	WA Adult Training Programs-SOW
WA 201	Lifelong Learning
WA 202	Adult Dislocated Worker-SOW
WA 202.1	Dislocated Worker and Rapid Response Services-SOW
WA 202.3A	
WA 202.3A1	Provide resources for retraining and re-entry into the workforce
WA 202.3A2	Provides compensated work activity
WA 202.3A3	Provides linkages to network of supportive services via the AJC
WA 202.3A4	Provides economic benefits to needy families
WA 202.3B	
WA 202.3B1	Develop partnership MOUs and implement in timely manner

WA 202.3B2	Pilot Dislocated Worker Initiatives
WA 202.3B3	Integrate Lifelong learning incentives
WA 202.3B4	Outreach and Increase community awareness of displaced homemaker services; Align with Department of Public Health and Social Services (DPHSS) to provide services to individuals exited from their TANF program
WA 202.3B4	Research
WA 202.3B5	Web based and social media support
WA 202.3B6	Establish criteria for “self-sufficiency” of a dislocated worker
WA 202.3B7	Improve customer-flow for dislocated workers to minimize the disruption caused by unemployment
WA 202.3B8	Establish eligibility standards for displaced spouses of military service members; Improve access to support services for this specific population
WA 202.3C	
WA 202.3C1	Increased funding support to new dislocated worker initiatives
WA 202.3C2	Increase employer awareness of dislocated worker programs, especially those not covered by WARN

WA 202.3C4	Established criteria for “self-sufficiency of a dislocated worker
WA 203	Incumbent Worker
WA 204	Senior Community Service Employment Program (SCSEP)
WA 204.1	Re-training and Education for Older Workers
WA 204.1	Participants to receive their high school diploma or GED
WA 204.1	On the job training from Host Agencies
WA 204.1B	
WA 204.1	To link and enroll participants in the Guam Community College and ASMUYAO
WA 204.2	Senior Outreach Efforts (Assign participants to different host agencies)
WA 204.2A	
WA 204.2A1	Building partnerships with Guam Hotel and Restaurant Association (GHRA) and expanding the list of host agencies to include GHRA

WA 204.2A2	Building partnership with the Guam Contractors Association (GCA) and the GCA Trades Academy 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 and Group Cleaning and Maintenance Occupations such as: Groundskeeping Workers, Custodians, Maintenance Workers and Cleaners, Maids and Housekeeping, etc.
WA 204.2A3	Maintain a close working relationship and establish linkages with various organizations such as: GHRA, GCA, Civilian Military Task Force (CMTF) Labor -Committee Human Resources Group, Society for Human Resources Management (SHRM), to include Human Resources division of numerous employers in other industries
WA 204.2A4	To attend GHRA, GCA and SHRM meetings.
WA 204.2B	
WA 204.2B1	Employer database System
WA 204.3	Priority Enrollment (Veterans, Spouse of a Veteran, Eligible individuals age 60 or older, Eligible individuals age 55 to 59)
WA204.3B	
WA 204.3B1	Follow above recruitment priority

WA 204.4	Program Participant Recruitment and Distribution
WA 204.4B	
WA 204.4B1	Follow specified recruitment priority
WA 204.5	Avoidance of Disruption in Service - COVID-19
WA204.5B	
WA 204.5B1	Update all census information
WA 204.6	Unsubsidized Employments
WA 204.6B	
WA 204.6B1	Continue to partner with the American Job Center (AJC), Guam Hotel and Restaurant Association and Host Agencies.
WA 204.7	Collaboration and Partnerships
WA 204.7B	
WA 204.7B1	Enhance American Job Center Program Delivery for Employers
WA 204.7B2	Employees and Career Strategies.

WA 204.7B3	Empower people and communities through Reporting of Economic and Workforce Data for Community Solutions
WA 204.7B4	Adopt a Youth, Adult, Dislocated Worker, Incumbent Worker and Senior Worker) LifeLong Learning Philosophy and integrate the Workforce Learning Continuum as the Guiding Framework for the Power of e3 aligned with Regional Economies.
WA 204.8	Needs Assessment and Program Evaluation
WA 204.8B	
WA 204.8B1	Attend meetings and group discussions
WA 204.9	Program Service Improvement
WA 204.9B	
WA 204.9B1	Improve recruitment and unsubsidized employment.
WA 204.10	SCSEP Performance and Results Quarterly Report(SPARQ)
WA 204.10B	
WA 204.10B1	Ensure that all staff are entering the correct data
WA 204.11	Re-training and Education for Older Workers

WA 205	Veterans
WA 205.1	Disabled Veterans Outreach Program (DVOP)
WA 206	Apprenticeship
WA 206A	WIOA Partnerships with Registered Apprenticeship Sponsors
WA 206A.1	
WA 206A.1.1	Initiate apprenticeship training services for WIA clients with Registered Apprenticeship Sponsors (RAS)
WA 206A.1.2	WIOA clients become skilled workers in demand occupations on Guam
WA 206B.1	
WA 206B.2.1	Conduct quarterly labor clinics to private sector employers promoting WIOA services
WA 206B.2.2	Participation in workforce conferences, job fairs and local workforce associations meetings to promote WIOA services
WA 206B.2.3	Brochures on WIOA services
WA 206A.3	

WA 206A.3.1	Number of WIOA clients in apprenticeship programs
WA 206A.3.2	Memorandum of Understandings with RAS
WA 206A.3.2	Number of WIOA clients in unsubsidized employment
WA 206A.3.3	Number of WIOA clients who graduate from registered apprenticeship programs
WA 206A.3.3	Feedback from RAS partners and clients
WA 207	Ex-offender
WA 208	Post-Secondary Institutions (Refer to post-secondary Institutional Strategic Plans and Program Initiatives)
WA 209	Adult On-the-Job Training-SOW
WA 210	Work Experience (WE)
WA 211	Women Training Programs
WA 211.1	Women in Non-traditional Jobs (Helping Achieve TANF Success through Action (HATSA), Women Needing Education and Training,  Women Needing Health Care, Women Against Violence, Advancement of Women in Power and Decision Making)

WA 211.1A	
WA 211.1A1	To aggressively address women employment and training opportunities on all private, public industries and on federal projects, Promoting recruitment and training for non-traditional occupations.
WA 211.1A2	To increase participation and representation of women across governing boards and commissions, and employers' organizations
WA 211.1A3	Provide Family/Support Integration Services
WA 211.1A4	To assist women in navigating help for education, health care, abuse
WA 211.1B	
WA 211.1B1	Support programs to increase awareness and provide technical support to women groups and organizations on Employment, Training, Education and Health
WA 211.1B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.1B3	Support Strategic Planning and grants technical training
WA 211.1B4	Support NGOs on community projects that reduce or eliminate Violence against women and child.

WA 211.1B5	Increase the recognition of women for leadership positions with both public and private sectors and through the election process.
WA 211.1B6	Focus on hard to place women and youth into unsubsidized employment and training through Workforce Innovation and Opportunity Act (WIOA) Guam Community College and Guam Trades Academy, particularly training for women in Construction and Caregivers.
WA 211.1B7	Develop community speakers' bureau with subject matter experts to speak on current situations occurring in the schools such as sexual abuse against students, i.e., "good touch, bad touch", violence at schools and village community centers, particularly to protect female (girl) children from sexual abuse within their families or friends.
WA 211.1B8	Transportation Support Initiatives
WA 211.1B9	Develop mentors for Junior High and Senior High school students in Science, Technology, Engineering and Math (STEM). Additionally, seek industries to assist with developing internships, mentoring relationships and job shadowing programs for successful career path. For high school drop-outs and/or out-of-school youth, to increase tutoring among the communities by utilizing UOG AND GCC interns on their practicum requirements.
WA 211.1C	
WA 211.1C1	Number of women assisted with employment and training

WA 211.1C2	Number of women encouraged for continued education, leadership
WA 211.1C3	Increase level of engagement and participation in strategic planning Groups and committees to assist women and children in poverty
WA 211.2	Women in Poverty (Supportive Services, Workforce Development, Advocacy, Access to services)
WA 211.2A	
WA 211.2A1	To aggressively address women employment and training opportunities on all private, public industries and on federal projects, promoting recruitment and training for non-traditional occupations.
WA 211.2A2	To increase participation and representation of women across governing boards and commissions, and employers organizations
WA 211.2A3	To assist women in navigating help for education, health care, abuse.
WA 211.2B	
WA 211.2B1	Support programs to increase awareness and provide technical support to women groups and organizations on Employment, Training, Education and Health

WA 211.2B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.2B3	Support Strategic Planning and grants technical training
WA 211.2B4	Support NGOs on community projects that reduce or eliminate violence against women and child.
WA 211.2B5	Teaching Life Skills (self-sufficiency)
WA 211.2B6	Housing Assistance and Support
WA 211.2B7	Transportation Assistance
WA 211.1C	
WA 211.2C1	Increase in community base programs addressing poverty
WA 211.2C2	Increase poverty grants
WA 211.2C2	Established collaboration with Government and community organizations
WA 211.2C3	Increased Advocacy
WA 211.3	Bureau of Women Affairs (Programming Support, Outreach, Technical Assistance, Conference Planning)

WA 211.3A	
WA 211.3A1	Promote welfare of wage-earning women
WA 211.3A2	Provide Referral Services
WA 211.3A3	Conduct studies and research on women issues
WA 211.3B	
WA 211.3B1	Support programs to increase awareness and provide technical support to women groups and organizations on Employment, Training, Education and Health
WA 211.3B2	Establish a Council on Women and Girls to focus on issues affecting women and girls
WA 211.2B3	Support Strategic Planning and grants technical training and research/reports
WA 211.3C	
WA 211.3C1	Increases in programming activity and sponsored venues related to women issues
WA 211.3C2	Guam Women Monograph

WA 212	Classroom Based Training-SOW
WA 213	Adult Customized Training
WA 213.1	Adult Customized Training-SOW
WA 301	Industry Collaboration (Industry Clusters and Collaboration-SOW)
WA 301.1	ALIEN LABOR – GUAM EMPLOYMENT SERVICE LABOR MARKET TESTING ENHANCEMENTS
WA 302	AJC and Partnerships
WA 303	Organized Labor
WA 304	Vocational Rehabilitation (Public and Private)
WA 305	Community-based Organizations, Non-Government Organizations (NGOs), Community Partners, Faith-based organizations and Volunteerism
WA 305.1	Homeless Individuals; Homeless Coalition; Homeless Supportive Services; Homeless Outreach
WA 306	Economic Development
WA 307	Public Employment Service-Guam Employment Services (GES)

WA 307.1	Job Development Wagner-Peyser
WA 307.1A	
WA 307.1A1	Build and align programs that provide support mechanisms that assist employers and job seekers.
WA 307.2A1	Intensive services provided to job seekers who need additional assistance in seeking employment and staff assisted where appropriate.
WA 307.3A1	A functional integrated service delivery system
WA 307.4A1	Employment Resource and Workplace Information
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WA 307.1B1	Strengthening the GES Employer Database System
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WA 307.1B4	Increase integration of all appropriate programming structures and systems of the Guam GES with partner programs
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WA 307.2B1	Provide job seekers intensive services requiring special assistance in seeking employment.
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WA 308	Education
WA 308	Education
WA 308.1	Career and Technical Education (CTE)
WA 309	Policy Makers
WA 310	Youth Council
WA 311	Individual Training Accounts
WA 312	Workforce Waivers

WA 405	Employee Recognition
WA 407	Marketing and Outreach (Outreach and Advertisement-SOW)
WA 407.1	Marketing Outreach Plan
WA 407.1A	
WA 407.1A1	Have a current Marketing and Branding AJC Outreach Plan
WA 407.1A2	Increased Collaboration with Employers
WA 407.1A3	Workforce Conference Sponsorships
WA 407.1B	
WA 407.1B1	Conference Sponsorship in accordance with GWDB policies
WA 407.1B2	Updates to Brochures and Workforce Information Series
WA 407.1B3	Job Fairs
WA 407.1C	
WA 407.1C1	Increased awareness to the community of employment and training programs available at the AJC

WA 407.1C2	Propose AJC Satellite Centers at village mayor's office to orientate village residents about eligibility for various partner programs/services
WA 407.1C3	Increased partnerships with private sector employers for "Hire Guam"
WA 407.1C4	Increased number of referrals to eligible training providers
WA 407.2	Community-based: Mayor's Council Movement
WA 407.3	'HIRE GUAM ' Targeted Marketing Campaigns
WA 407.3A	
WA 407.3A1	Sponsor and align 'HIRE GUAM' initiatives with Guam's 'Buy-Local' and Made-in-Guam Programs and initiatives.
WA 407.3A2	Advocacy for localizing strategies for employment and economic development
WA 407.3B	
WA 407.3B1	Design and develop 'HIRE GUAM' campaign material
WA 407.3B2	Promote Workforce Community Buy-in Events
WA 407.3B3	Hire Guam Workforce Conference and Seminars

WA 407.3B4	HireGuam Advocacy
WA 407.3B5	Engage the Guam and Regional Business Community
WA 407.3C	
WA 407.3C1	Increased Local Initiatives and local employment activity
WA 407.3C2	Increased marketing activity and greater awareness
WA 409	STEAM (Science, Technology, Engineering, Agriculture/Aquaculture & Mathematics)
WA 409.1	Promoting the Agricultural Sector: Farm Enterprises (Self-Employment ,Value-added of Local Agricultural Products, Start-up Agricultural Incubators)
WA 409.1A	
WA 409.1A1	Promotion of the STEAM initiative and conduct assessments of viable Agriculture program enterprises to Agricultural producers, industry clusters, schools and others
WA 409.1A2	To increase participation and representation of Agricultural program development across governing boards and commissions, and employers' organizations

WA 409.1A3	Promoting Food Safety
WA 409.1B	
WA 409.1B1	Develop a Industry Collaborative GWDB/AJC Agricultural Outreach Plan
WA 409.1B2	Assist AJC participants navigate help for agricultural training programs, education, understand community food security
WA 409.1B2	Outreach Activities
WA 409.1B3	Proposed AJC Services
WA 409.1B4	Other Requirements of this Outreach Plan
WA 409.1C	
WA 409.1C1	Increased farm enterprise industry and program support
WA 409.1C2	Number of farm enterprises participating in programs
WA 409.1C3	Increased cultural capital (village sponsored agriculture based festivals)
WA 409.1C4	Increased agriculture based value-added products
WA 409.1C5	Agriculture training and credentialing

WA903.5	Statement of Work (SOW)
WA 903.6	Assessment Tools and Software SOW Assessment Software
WA 909	Workforce Studies and Research
WA 903	Program Evaluations and Monitoring
WA 903.3	Program Evaluation and Monitoring
WA 903.4	Case Management-Participant Services SOW
WA903.5	Statement of Work (SOW)
WA 903.6	Assessment Tools and Software
WA 905	Workforce Reports (Data Gathering, Management, and Analysis)
WA 905.1	Information Technology and Training
WA 905.1A	
WA 905.1A1	Provide end users with proficient, cost effective, secured, continually improved technological products, IT support, data management and reporting

WA 905.1A2	Provide staff members with the necessary resources and training to aide in the improvement of efficient comprehensive solutions to information technology concerns and challenges
WA 905.1B	
WA 905.1B1	GWDB and Agency Network - Rebuild network backbone to provide consistent and reliable data transfer.
WA 905.1B2	Server - Implement directory services to provide secure authentication of users and computers as well as provisioning centralized management within group policy.
WA 905.1B3	PC Workstations - Deploy industry standard workstations; hardware and software technology driven.
WA 905.1B4	Mobile Strategic Planning Unit - Provide complete mobile and transportable strategic planning unit to assist in emergency situations.
WA 905.1B5	Guam Workforce System - Provide a system to manage client data, growth analysis and federal reporting.
WA 905.1B6	Agency Website - Rebuild official website with enhanced content to communicate market and provide information to all end-users.
WA 905.1B7	Management Information Systems Staffing - Recruit qualified personnel to maintain current and future technological needs.

WA 905.1B8	Contractual Service - Provide a professional contractual service to assess and assist with all technological advancements.
WA 905.1B9	Capacity Building/Training - Provide training to all end-users to increase knowledge and maintain continuity with the advancements of technology.
WA 905.1C	
WA905.1C1	A modern, precise, all-inclusive, quality integrated information in a safe, effective, and reliable standard to reflect agency activities to improve decision making and workflow processes.
WA905.1C2	Solutions for software applications, hardware technology, and network infrastructure to support reliable data delivery
WA905.1C3	Availability of information technology tools to improve agency workflow, therefore more efficient and manageable.
WA905.1C4	Management Information Systems (MIS) staff certified training in their related fields to convey outstanding user service and satisfaction.
WA905.1C5	Quality technical training and services to agency staff members with the endorsement of security and disaster recovery organization stability.
WA 907	Performance Standards-Performance Measures and Performance Outcomes

WA 908.1	Guam Registered Apprenticeship Program (GRAP)
WA 908.2	Workforce Development Apprenticeship Program
WA 908.3	Registered Apprenticeship Program
WA 909	Workforce Studies and Research (Workforce Monographs, Industry Reports, Workforce Surveys, Research)
WA 909.1	Workforce Special Surveys and Research
WA 909.1A	
WA 909.1A1	Conduct an island-wide survey of needs assessment of workforce needs periodically to include questions on which workforce can be recruited locally, which of the workforce, with additional training can be provided locally, and what types of training must be provided off-island, and which of these off-island training needs can be established
WA 909.1A2	GWDB Annual Reports and Workforce Monographs Commission Special Workforce Reports and Studies through surveys, focus groups
WA 909.1A3	Develop Workforce periodicities for GWDB
WA 909.1B	
WA 909.1B1	GWDB Industry Reports and Partner Reports

WA 909.1B2	Guam Workforce Surveys and Needs Assessments
WA 909.1B3	Workforce Data Sets
WA 909.1B4	Workforce partnerships to conduct research with educational institutions.
WA 909.1C	
WA909.1C1	Annual Workforce Report Abstracts
WA 909.1C2	Increase use of reports for GWDB Policy decision-making and establishment of program priorities
WA 911.1	Non-Discrimination Awareness-SOW