



GUAM DEPARTMENT OF LABOR

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

Fiscal Year 2015 Citizen Centric Report

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About Us

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

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

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

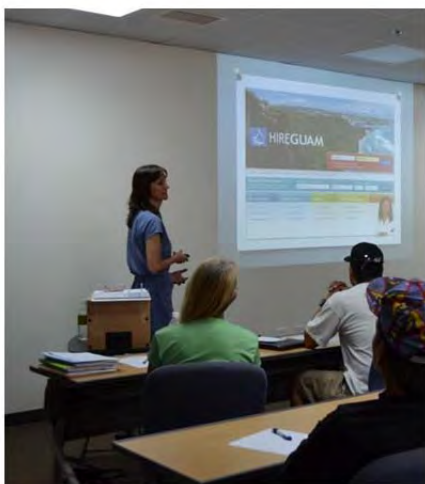
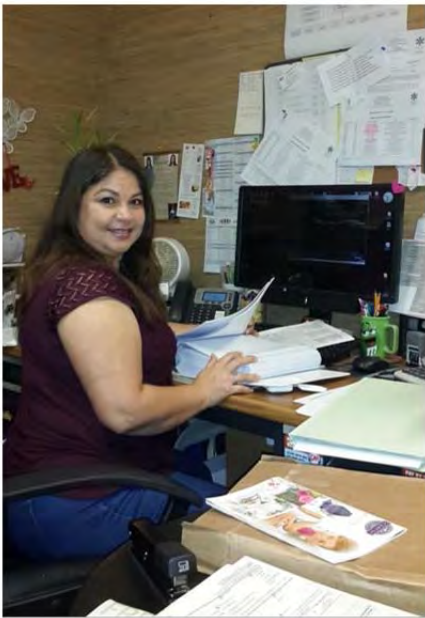
Regulatory and Compliance (Worker Protection): The Department's mission is to assure that every working man and woman in the workplace has safe and healthful working conditions. Our Division of Occupational Safety and Health (DOSH), the OSHA Onsite Consultation Program (a cooperative agreement with USDOL)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

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

Visit: www.bls.guam.gov

Special Points of Interest:

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



PREPARING TOMORROW'S WORKFORCE TODAY



COMPLIANCE

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

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

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

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

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



Unemployment Compensation for Ex-service Members (UCX)

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

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



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

WIOA Program Statistics & Participant Demographics

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

Youth	Adults	Seniors
654	5,541	551



Participant Services

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

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

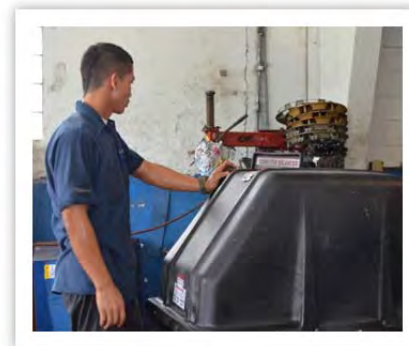
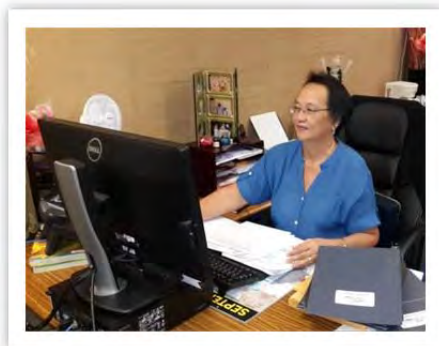
Guam Registered Apprenticeship Program

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

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

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

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

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

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

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

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

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



Guam Department of Labor Main Office:

Address: 414 West Soledad Avenue • Suite 400, GCIC Building • Hagåtña, Guam 96910
 Tel: (671) 475-7044/36 • Fax: (671) 475-6811 • Website: dol.guam.gov

American Job Center:

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