Annual Performance Report Workforce Information Program Year 2006 Guam Annual Performance Report Workforce Information Program Year 2006 Guam

This report describes the work activities and accomplishments during the July 2006 to June 2007 program year as required by the Training and Employment Guidance Letter (TEGL) No. 3-06 This report outlines the progress in each of the following core products and services.

- A. Core Products and Services
- 1. Continue to populate the Workforce Information (formerly ALMIS) Database with state and local data.

Staff continued to populate and maintain America's Labor Market Information (ALMIS) core and other ALMIS database tables beyond the core requirements. All Core tables have been populated to the extent that the programs and data exist on Guam. Updated Occupational Licensing databases were submitted to the National Crosswalk Service Center for placement on the ACINet site. Now Guam's occupational licensing information databases including licensed occupations and licensing agencies as well as other occupational licensing information can be viewed online as part of the national licensing information to licensing information for Guam including the highest paying jobs by occupation is included and accessible through this site.

# **ALMIS Data – Sample Populated ALMIS Database – CES**

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# ALMIS Data – CPI

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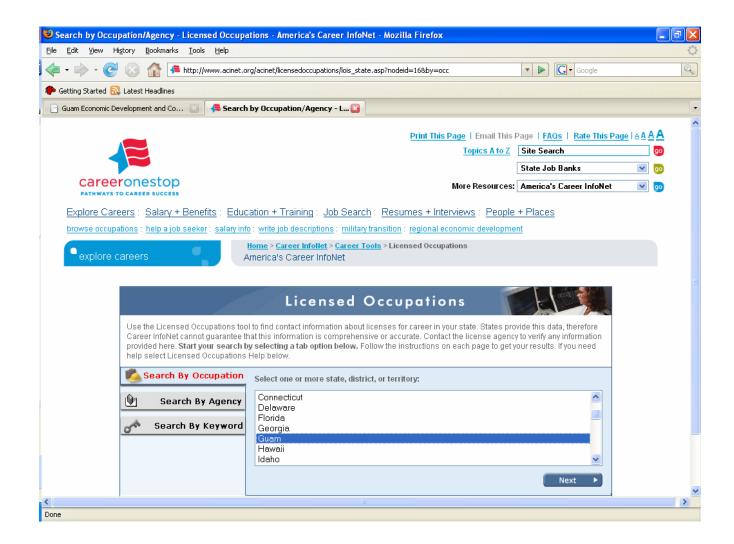
# ALMIS Data – Sample Populated ALMIS Database – Labforce

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# Sample Populated ALMIS Database – CPI

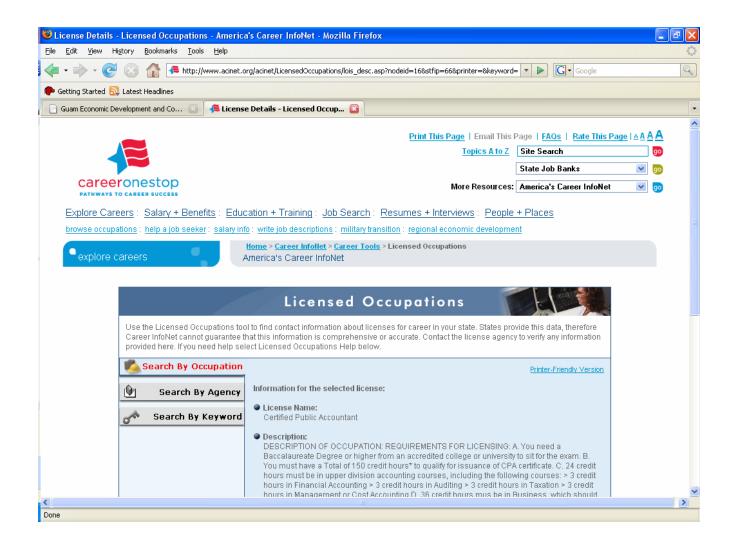
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		000000	1993	02	02	0	0	0000	48180		2420	5.0	
6		000000	1993	02	03	0	0	0000	47770		3130	6.6	
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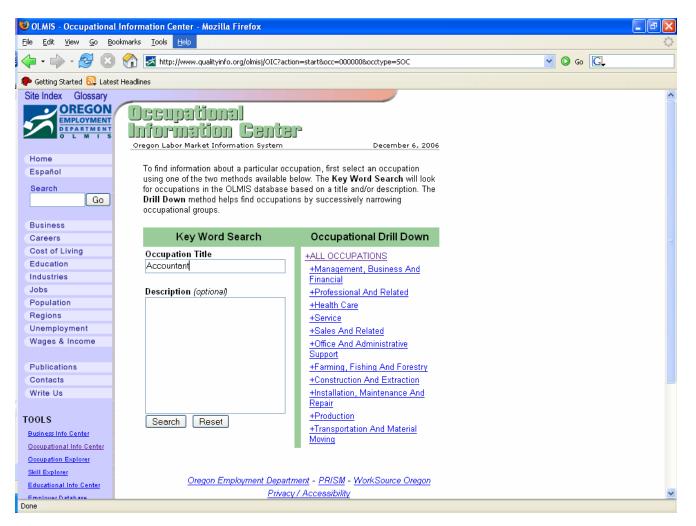
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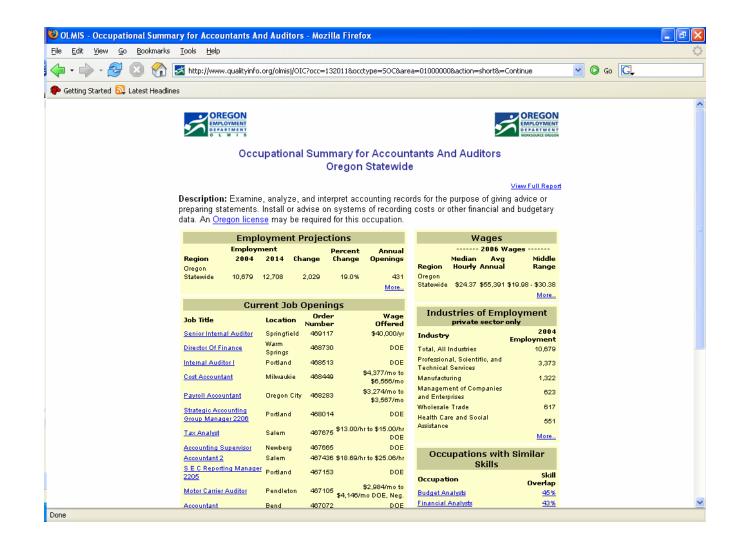
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			2	Dentists, General	\$55.28	\$115,000		
			3	Lawyers	\$39.01	\$81,100	<b>I</b> .	
			4	Pharmacists	\$38.04	\$79,100		
			5	Computer Specialists, All Other	\$36.44	\$75,800		
			6	Transportation, Storage, and Distribution Managers	\$35.21	\$73,200		
			7	Air Traffic Controllers	\$30.31	\$63,000		
			8	Budget Analysts	\$28.12	\$58,500		
			9	Chief Executives	\$27.72	\$57,700		
			10	Education Administrators, Elementary and Secondary School	N/A	\$56,100		
			11	Business Operations Specialists, All Other	\$26.57	\$55,300		
			12	Network Systems and Data Communications Analysts	\$26.16	\$54,400		
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# **Miscellaneous ALMIS Files**

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## **Oregon OLMIS Website**





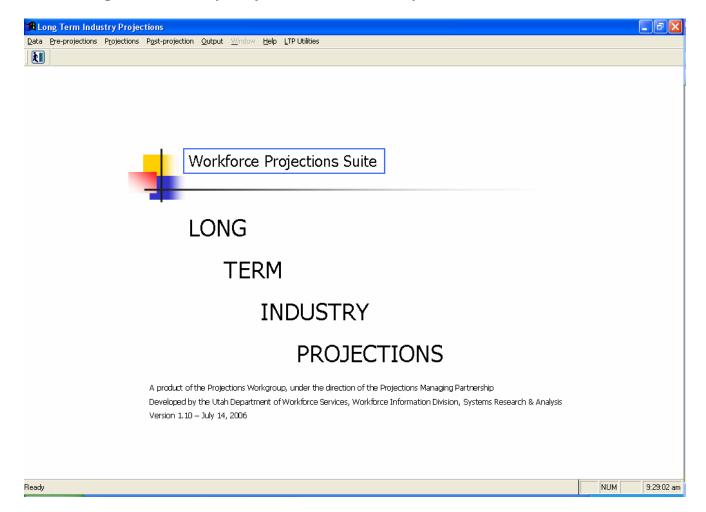
Now that Guam has populated ALMIS databases, they are accessible online where there is a national system to display them as noted above. However, for most of the databases, there is no national system for access and display. As the reader can see from the slides of a few of our populated database tables, the format is not suitable for use directly.

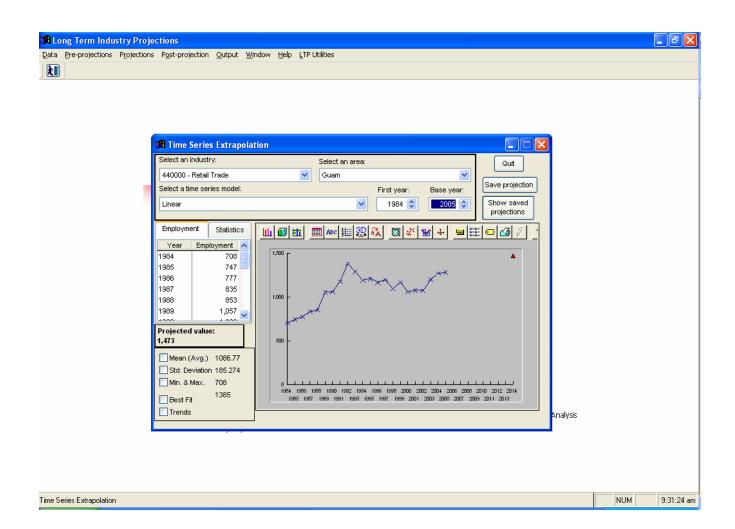
States, therefore, have either developed or contracted private vendors to provide search, access and display capabilities to make the user hostile database format accessible. Guam has reviewed the private vendor arrangements and found them to expensive relative to the grant funding. Alternatively, the use of the ADAM system (Distributed Access Method) system under development by a consortium with North Carolina as the lead has had development delays and is not yet available outside of the test areas. We have therefore again through meetings of the state labor market information directors in the region sought the technical assistance and support to use existing software already developed and in use by other states. We specifically requested such support from the state of Oregon and discussions are underway regarding implementation of a system to make the remaining populated Guam ALMIS databases available online in the Oregon format. This format provides information from a variety of the databases such as licenses, wages, training and more in response to searches for specific occupations. This capability provides very focused and user friendly and customized information for a person looking for occupational information. Funding for making the software changes needed to use the software on Guam remains to be identified.

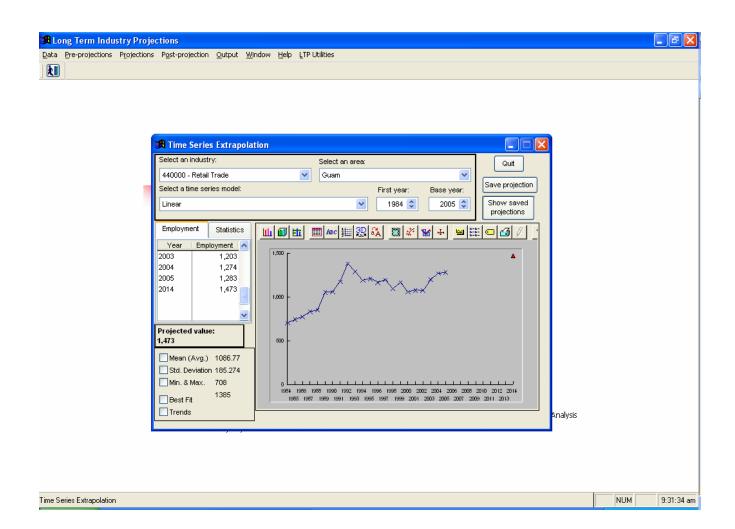
## 2. Produce and disseminate industry and occupational employment projections

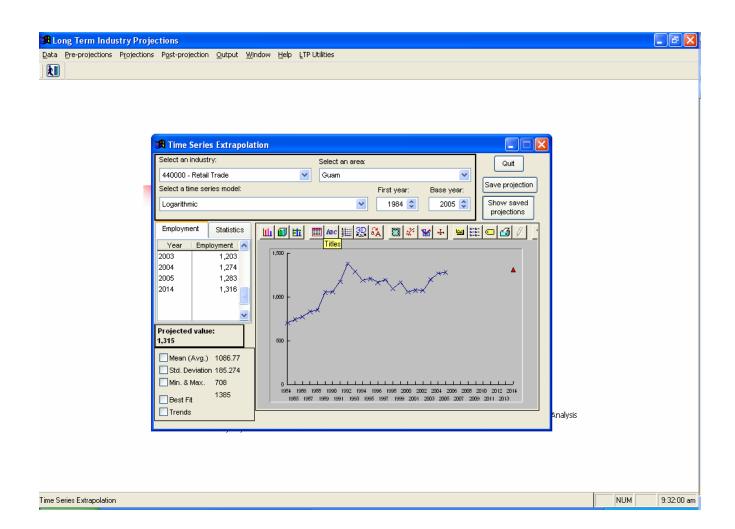
One of the primary challenges of producing such information is the creation of an industry employment time-series database. As Guam does not an unemployment insurance program and consequently the associated U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages Program (QCEW). In lieu of this Guam operates an Annual Census of Establishments survey program which provides the employer database for U.S. Department of Labor, Bureau of Labor Statistics cooperative statistical programs. The annual survey continues to be completed and during this program year, time-series employment data was compiled by Standard Industrial (SIC) industry categories and is available for 4, 3, 2 and industry division levels. This provides the foundation for producing industry trends using historical patterns.

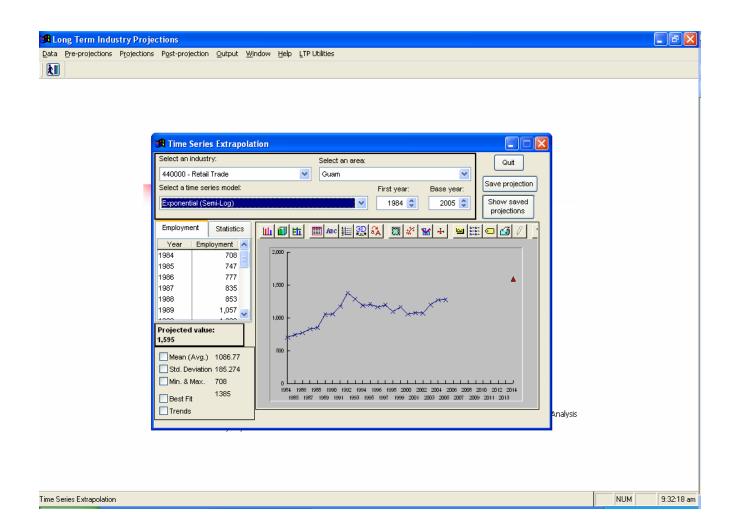
## **Guam Long Term Industry Projections – Preliminary Data**

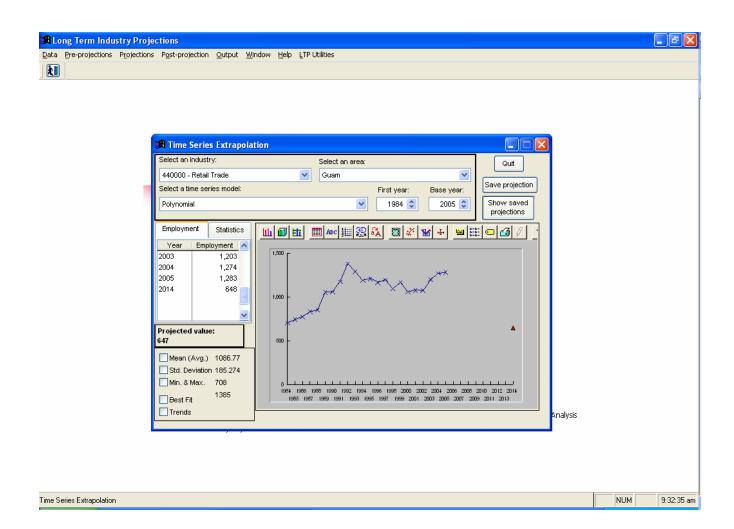












The time-series data is in the process of conversion to the NAICS format to produce NAICS based industry formats. There are substantial developments expected on Guam in the future associated with plans to relocate approximately 8,000 Marines from Okinawa and equal number of dependents to Guam. This and other large scale defense construction plans as well as those of the local government and private industry has resulted in the need for specific plan and construction information which is now being collected systematically to support forecasts which involve substantial changes to employment beyond those shown in historical trend analysis. Guam continues to successfully operate the U.S. Department of Labor's Occupational Employment program which provides the database of occupational information required to develop occupational forecasts. Guam has obtained and is populating the long-term industry software to produce the long-term projections. New staff hired perform the employment projections have not been trained in using the software and procedures and such training has been planned and scheduled for early FY 2008 with projections to follow the training. The short-term projections software requires monthly time-series data. Guam does not have monthly time-series data. We discuss and work with the software trainers and developers to work through alternative approaches to producing the short-term projections.

3. Publish an annual economic analysis report for the governor and the SWIB.

An annual economic has been prepared and incorporated as a section into the Executive Budget each year. The FY 2008 Economic Outlook report fulfills this requirement.

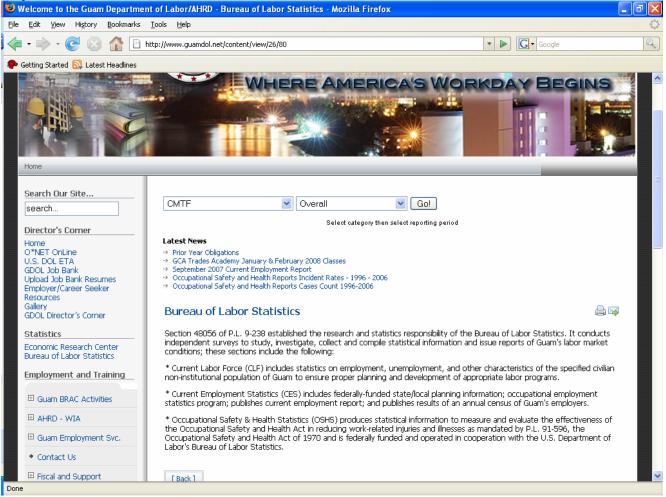
# 4. Post products, information, and reports on the Internet.

All of the statistical reports produced by the Guam Department of Labor, Bureau of Labor Statistics are posted on the Department of Labor website at: <u>www.guamdol.net</u> Additionally, data produced in Federal/State cooperative statistical programs is posted on the respective federal agencies website so that data are available comprehensively as part of each national statistical program.

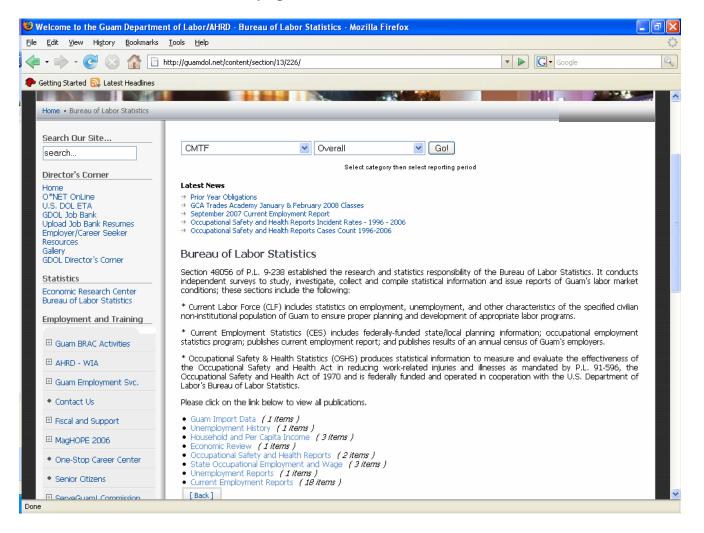
This funding provides the primary financial support for printing and decimation of occupational information products with both printing and on-line access. The publications of reports noted the milestones items including quarterly publication of the Current Employment Report, Annual publication of the Annual Census of Establishments, Annual Publication of an Economic Outlook report and Semi-Annual publication of the Occupational Employment and Wage Statistics reports have been accomplished as planned.

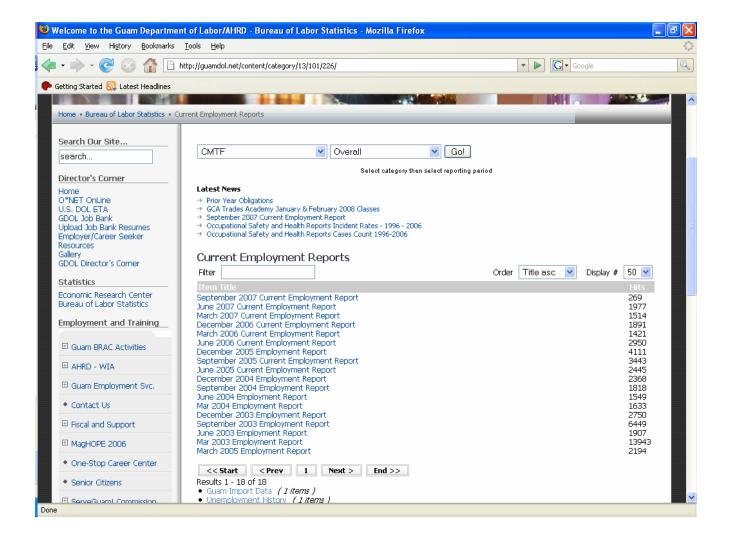
We provide Guam data on U.S. Department of Labor, U.S. Department of Commerce, America's CareerInfoNet and Department of Interior websites which provide data for states and territories including Guam as part of their respective statistical programs.

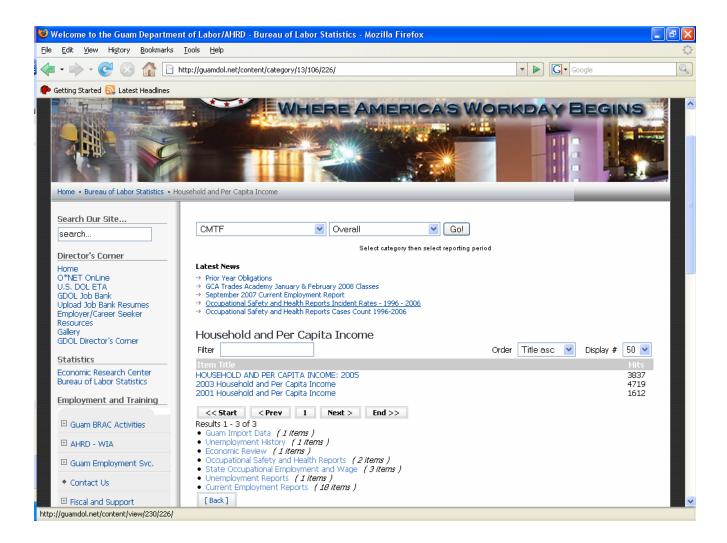
### **Department of Labor Website**

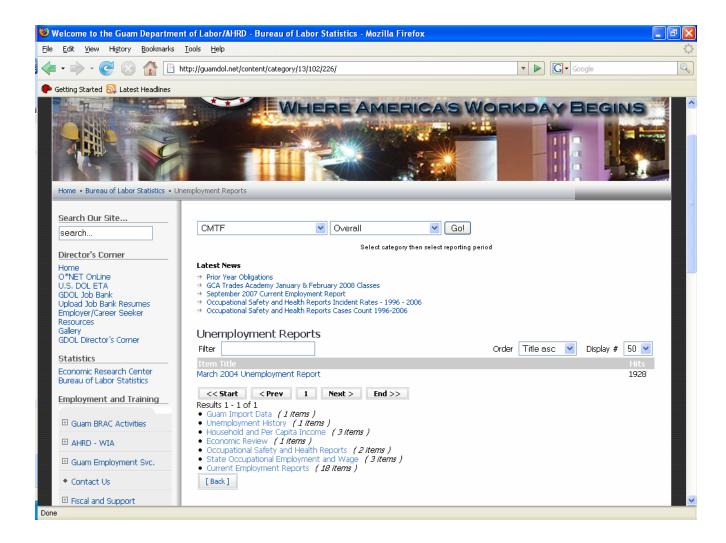


#### **Bureau of Labor Statistics Webpage**

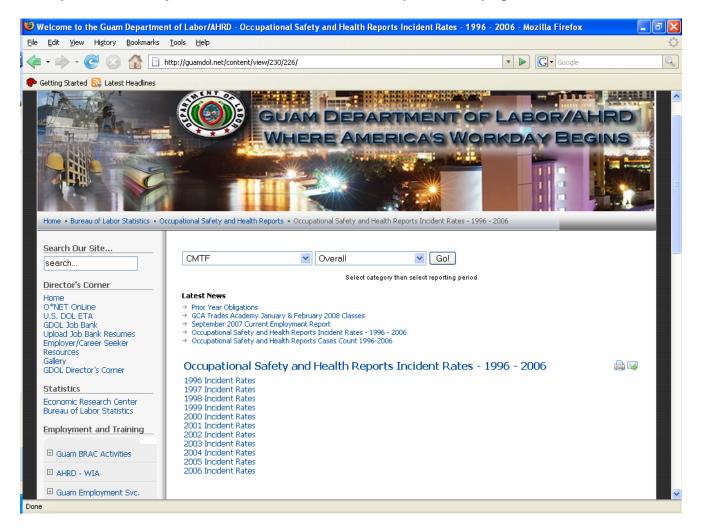




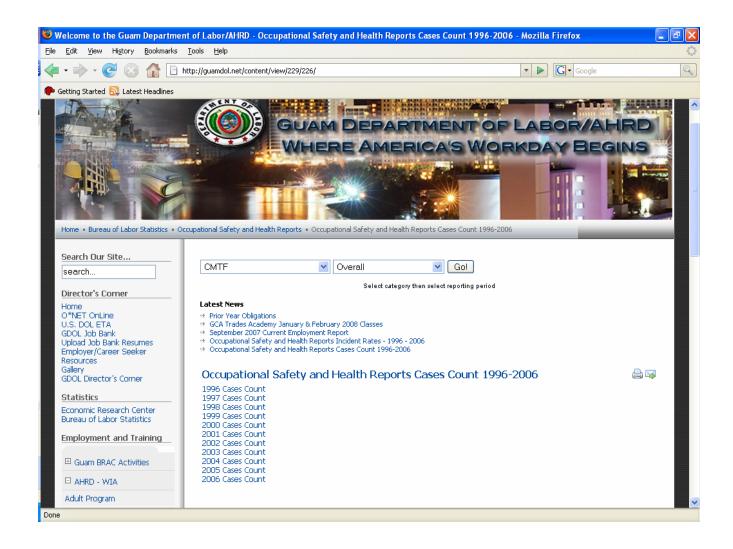




## **Occupational Safety and Health Administration Reports Webpage**

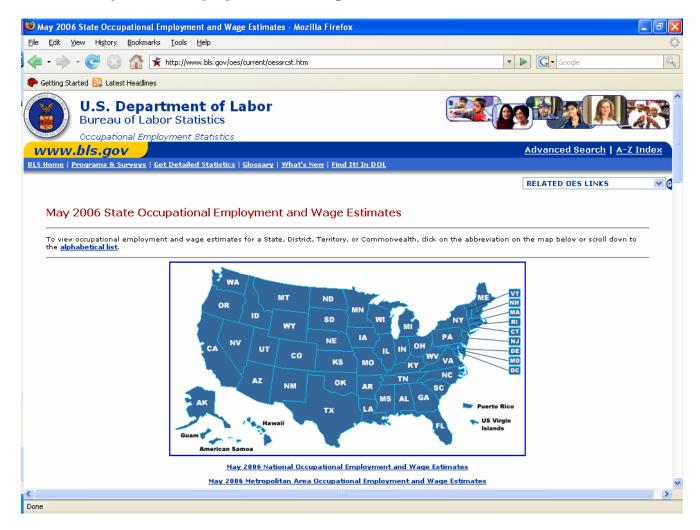


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	Table 6. Incidence rates <sup>1</sup> of nonfatal occupational injuries and illnesses by industry	and case type	8, 2006						
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	Cases with days aw								
		NAICS code <sup>3</sup>	2006 Average annual employment <sup>4</sup>	Total	transfer, or restriction			Other	
	industry <sup>2</sup>			recordable cases	Total	Cases with days away	Cases with job	recordable cases	
			(000's)		Total	from work <sup>5</sup>	transfer or restriction		
	All industries including								
	State and local government <sup>a</sup>		-	3.5	2.0	1.7	0.3	1.5	
	Private industry <sup>6</sup>		-	3.7	2.2	1.8	0.3	1.5	
	Goods producing <sup>6</sup>		-	4.9	3.0	2.7	0.3	1.9	
	Construction		-	2.9	2.1	1.7	(")	0.8	
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	Highway, street, and bridge construction	2373 238		(")	(")	(")	(") (")	(") (")	
	Foundation, structure, and building exterior contractors Building equipment contractors .	2381 2382	-	(") (")	(") (")	(") (")	(") (")	(") (")	
	Electrical contractors	23821	-	(")	(")	E.	(")	(")	
	Plumbing, heating, and air-conditioning contractors . Other specially trade contractors .	23822 2389	-	(") (")	(") (")	(")	(")	(") (")	
	Manufacturing		-	10.0	5.4	5.3	(**)	4.5	
	Manufacturing	31-33	-	10.0	5.4	5.3	(")	4.5	
	Beverage and tobacco product manufacturing	312 3121		(") (")	(") (")	(**) (**)	(")	(") (")	
	Nonmetailic minerai product manufacturing	327	-	3.8	(°)	(**)	(")	(")	
	Service providing		-	3.5	2.0	1.7	0.3	1.5	
	Trade, transportation, and utilities <sup>e</sup>		-	3.4	2.3	1.7	0.7	1.1	
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Table 7. Numbers of nonfatal occupational injuries and linesees by industry and case types, 2006 Guam												
	(In thousands)											
			2006		Cases with days away from work, job transfer, or restriction							
?	industry '	NAICS code <sup>2</sup>	Average annual employment <sup>a</sup>	Total recordable cases	Total	Cases with days away from work.*	Cases with job transfer or restriction	Other recordable cases				
	All industries including											
	State and local government <sup>6</sup>		-	1.6	0.9	0.8	0.1	0.7				
	Private industry <sup>5</sup>		-	1.3	0.8	0.6	(*)	0.5				
	Goods producing <sup>6</sup>		_	0.1	0.1	0.1	(*)	(*)				
	Construction	23	_	0.1	0.1	0.1	(")	0				
	Construction of buildings	236	-	0.1	(*)	(*)	-	(*)				
	Residential building construction Nonresidential building construction	2361 2362	-	(*) (*)	(Ť	(†)	(")	(n) (n)				
	Heavy and civil engineering construction	237 2373	-	(*) (*)	(*) (*)	(**)	(**) (**)	(*) (*)				
	Specialty trade contractors . Foundation, structure, and building exterior contractors .	238 2381	-	(*) (*)	(**)	(*) (*)	(*) (*)	(°)				
	Building equipment contractors	2382 23821	-	(*) (*)	(**) (**)	(*) (*)	(*) (*)	(°)				
	Plumbing, heating, and all-conditioning contractors. Other specialty trade contractors.	23822	-	(2)	(**)	(") (")	(")	(")				
	Manufacturing	2305	_	0.1	0.1	0.1	(*)	0.1				
	Manufacturing	31-33	-	0.1	0.1	0.1	(")	0.1				
	Beverage and tobacco product manufacturing	312	-	(*)	(**)	(*)	(")	( <sup>10</sup> )				
	Beverage manufacturing . Nonmetailic mineral product manufacturing .	3121 327	-	(*) (*)	(**) (**)	(*) (*)	(**) (*)	(n) (n)				
Ø	Service providing		-	1.1	0.6	0.5	0.1	0.4				
	Trade, transportation, and utilities <sup>6</sup>		-	0.3	0.2	0.2	0.1	0.1				
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## **Guam Occupational Employment and Wage Estimates**



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Guam These occupational employment and wage estimates are calculated with data collected from employe	rrs in all industry sectors in Guam.	
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Additional employment and wage estimates are calculated with data collected from employe Additional information, including the hourly and annual 10th, 25th, 75th, and 90th percentile wages a the <u>downloadable Excel files(XLS)</u> . <u>Links to DES estimates for other areas and States</u>	and the employment percent relative standard error, is available	: in
These occupational employment and wage estimates are calculated with data collected from employe Additional information, including the hourly and annual 10th, 25th, 75th, and 90th percentile wages a the <u>downloadable Excel files(XLS)</u> . <u>Links to OES estimates for other areas and States</u> Major Occupational Groups in Guam ( <b>Note</b> dicking a link will scroll the page to the occupational grou	and the employment percent relative standard error, is available	in
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<ul> <li>43-00</li> <li>47-00</li> <li>49-00</li> <li>51-00</li> </ul>	Macro una network of comparison           00         Office and Administrative Support Occupations           000         Construction and Extraction Occupations           001         Installation, Maintenance, and Repair Occupations           000         Production Occupations           001         Production Occupations           002         Irransportation and Material Moving Occupations					
All Occu	pations 🚥					
				Wage	Estimates	
Occupation Code	Occupation Title	Employment (1)	Median Hourly	Mean Hourly	Mean Annual (2)	Mean RSE (3)
					400.400	
Manage	ment Occupations	54,670	\$10.69	\$13.52	\$28,120	0.8 %
	JI. •	54,670	\$10.69		\$28,120 Estimates	0.8 %
	JI. •	Employment	\$10.69 Median Hourly			0.8 %
Manage	Ment Occupations top	Employment	Median	Wage Mean	Estimates Mean Annual	Mean RSE
Manage Occupation Code	Occupation Title (dick on the occupation title to view an occupational profile)	Employment (1)	Median Hourly	Wage Mean Hourly	Estimates Mean Annual (2)	Mean RSE
Manage Occupation Code 11-0000	Occupation Title (click on the occupation title to view an occupational profile) Management Occupations	Employment (1) 4,150	Median Hourly \$21.73	Wage Mean Hourly \$25,18	Estimates Mean Annual (2) \$52,360	Mean RSE (3) 0.9 %
Manage Occupation Code 11-0000 11-1011	Occupation Title (click on the occupation title to view an occupational profile)         Management Occupations         Chief Executives	Employment (1) 4,150 700	Median Hourly \$21.73 \$27.72	Wage Mean Hourly \$25.18 \$34.92	Estimates Mean Annual (2) \$52,360 \$72,630	Mean RSE (3) 0.9 % 2.1 %
Manage Occupation Code 11-0000 11-1011 11-1021	Occupation Title (dick on the occupation title to view an occupational profile)         Management Occupations         Chief Executives         General and Operations Managers	Employment (1) 4,150 700 1,320	Median Hourly \$21.73 \$27.72 \$21.26	Wage Mean Hourly \$25.18 \$34.92 \$24.43	Estimates Mean Annual (2) \$52,360 \$72,630 \$50,810	Mean RSE (3) 0.9 % 2.1 % 1.6 %
Manage Occupation Code 11-0000 11-1011 11-1021 11-2011	Occupation Title (dick on the occupation title to view an occupational profile)         Management Occupations         Chief Executives         General and Operations Managers         Advertising and Promotions Managers	Employment (1) 4,150 700 1,320 40	Median Hourly \$21.73 \$27.72 \$21.26 \$17.86	Wage Mean Hourly \$25.18 \$34.92 \$24.43 \$20.09	Estimates Mean Annual (2) \$52,360 \$72,630 \$50,810 \$41,780	Mean RSE (3) 0.9 % 2.1 % 1.6 %
Manage Occupation Code 11-0000 11-1011 11-1021 11-2011 11-2021	Occupation Title (click on the occupation title to view an occupational profile)         Management Occupations         Chief Executives         General and Operations Managers         Advertising and Promotions Managers         Marketing Managers	Employment (1) 4,150 700 1,320 40 60	Median Hourly \$21.73 \$27.72 \$21.26 \$17.86 \$22.29	Wage Mean Hourly \$25.18 \$34.92 \$24.43 \$20.09 \$24.40	Estimates Mean Annual \$52,360 \$72,630 \$50,810 \$41,780 \$50,760	Mean RSE (3) 0.9 % 2.1 % 1.6 % 1.9 % 1.3 %
Manage Occupation Code 11-0000 11-1011 11-1021 11-2021 11-2021 11-2022	Occupation Title (click on the occupation title to view an occupational profile)         Management Occupations         Chief Executives         General and Operations Managers         Advertising and Promotions Managers         Marketing Managers         Sales Managers	Employment (1) 4,150 700 1,320 40 60 340	Median Hourly \$21.73 \$27.72 \$21.26 \$17.86 \$22.29 \$18.96	Wage Mean Hourly \$25.18 \$34.92 \$24.43 \$20.09 \$24.40 \$20.94	Estimates Mean Annual (2) \$52,360 \$72,630 \$50,810 \$41,780 \$50,760 \$43,550	Mean RSE (3) 0.9 % 2.1 % 1.6 % 1.3 % 1.6 %
Manage Occupation Code 11-0000 11-1011 11-1021 11-2011 11-2021 11-2022 11-3011	Occupation Title (click on the occupation title to view an occupational profile)         Management Occupations         Chief Executives         General and Operations Managers         Advertising and Promotions Managers         Marketing Managers         Sales Managers         Administrative Services Managers	Employment (1) 4,150 700 1,320 40 60 340 240	Median Hourly \$21.73 \$27.72 \$21.26 \$17.86 \$22.29 \$18.96 \$17.78	Wage Mean Hourly \$25.18 \$34.92 \$24.43 \$20.09 \$24.40 \$20.94 \$20.94	Estimates Mean Annual (2) \$52,360 \$72,630 \$50,810 \$41,780 \$50,760 \$43,550 \$39,920	Mean RSE (3) 0.9 % 2.1 % 1.6 % 1.9 % 1.6 %

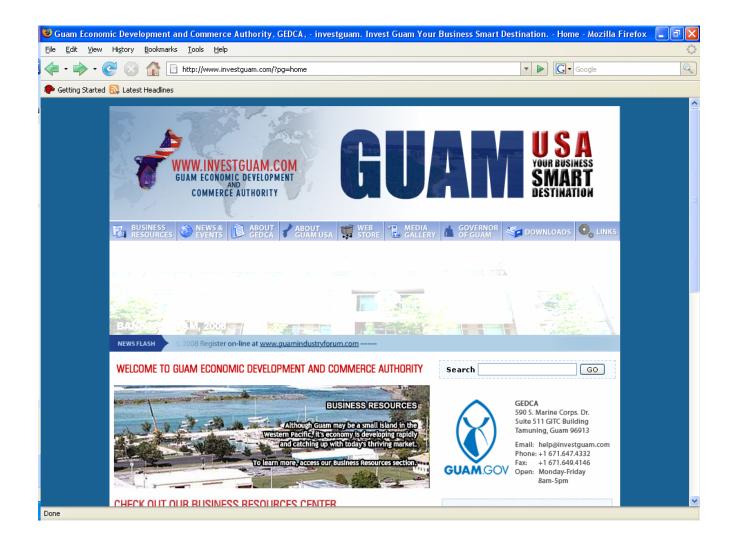
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11-3061	Purchasing Managers	70	\$17.04	\$18.48	\$38,450	2.0 %
11-3071	Transportation, Storage, and Distribution Managers	50	\$35.21	\$32.23	\$67,050	2.0 %
11-9021	Construction Managers	70	\$24.35	\$26.22	\$54,530	2.1 %
11-9032	Education Administrators, Elementary and Secondary School	100	(4)	(4)	\$53,180	3.5 %
11-9041	Engineering Managers	40	\$22.21	\$26.29	\$54,680	1.8 %
11-9051	Food Service Managers	170	\$12.45	\$13.73	\$28,560	1.1 %
11-9081	Lodging Managers	30	\$14.07	\$14.50	\$30,160	1.5 %
11-9111	Medical and Health Services Managers	30	\$21.56	\$26.87	\$55,880	12.4 %
11-9141	Property, Real Estate, and Community Association Managers	50	\$14.28	\$17.23	\$35,830	9.9 %
11-9199	Managers, All Other	40	\$21.22	\$25.53	\$53,100	2.1 %

## Business and Financial Operations Occupations 👓

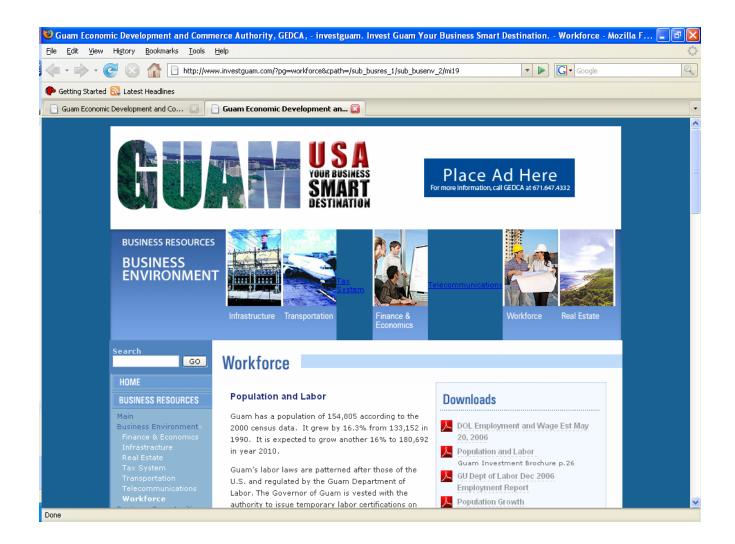
Occupation Code	Occupation Title (click on the occupation title to view an occupational profile)	Employment (1)	Median Hourly	Mean Hourly	Mean Annual (2)	Mean RSI
13-0000	Business and Financial Operations Occupations	1,980	\$17.93	\$19.79	\$41,160	1.7 9
13-1022	Wholesale and Retail Buyers, Except Farm Products	60	\$14.67	\$16.65	\$34,640	3.8 9
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	140	\$19.87	\$21.90	\$45,540	3.0 9
13-1031	Claims Adjusters, Examiners, and Investigators	100	\$13.80	\$17.22	\$35,820	2.6 9
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	260	\$16.49	\$19.71	\$41,010	1.8 9
13-1051	Cost Estimators	60	\$17.48	\$17.79	\$37,000	1.8 9
13-1071	Employment, Recruitment, and Placement Specialists	60	\$18.33	\$18.32	\$38,100	1.8 9
13-1081	Logisticians	50	\$22.76	\$22.80	\$47,420	6.0 9
13-1111	Management Analysts	120	\$20.35	\$21.28	\$44,270	3.8 9

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Guam Department of Labor Reports CES Reports on Guam Economic Development and Commerce Authority Website







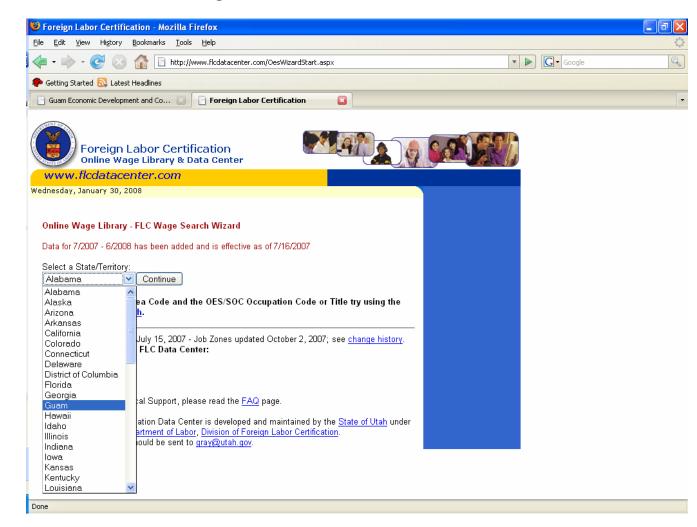
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	DOWNLOADS			ember 2006			
	LINKS		Industry Private:	Number	%		
	CONTACT US		Agriculture	290	0.49		
			Construction	4,380	7.44		
			Manufacturing	1,640	2.79		
			Transportation & Public Utilities	5,000	8.50		
			Wholesale Trade	2,070	3.52		
			Retail Trade	12,010	20,40		
			Finance, Insurance & Real Estate	2,450	4.16		
			Services	15,820	26.88		
			Sub-total	43,660			
			Public:				
			Federal Government	3,460	5.88		
			Territorial Government	11,740	19.94		

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	regeral Government	3,460	5.88		
	Territorial Government	<u>11,740</u>	19.94		
	Sub-total	15,200			
	Total	58,860	100%		
	Source: Current Employment F	eport, December 2006, Dept. of	f Labor-Bureau of Labor Statist	ics	
	included, employment level is at 58, almost 30% of the total annual payror contributor, the services sector, emp related to tourism which is Guam's p island's economy each year from its coming years as new markets (Taiwa economy picks up (Japan is the num currently renovating and/or expandii tourism, it is no wonder that wholes 14,080 in the same period. The next followed by construction at 7.44% o As regards public employment, the a Guam works for the territorial gover	oll and; b) retail trade at abo loyed a total of 15,820 peop rimary industry. It injects r 1.2 million visitors. These f an, Korea and China) are de ber one source of Guam's in ng their facilities in anticipati ale and retail trade provided t leading employer is the tra r about 4,380 jobs. bove table shows that 1 out	out 20%. The single larges ole. Many of these jobs are more than \$1.5 billion into ' igures are expected to gro veloped and as the Japane -bound travel). Local hote on of this surge. With a ro I the next most number of nsportation and public utilit of every 5 employed peop	et e directly the w in the ese els are obust local jobs at ties (8.5%)	
	employment. The population of Guam is relatively total civilian population 16 years and meaning there are 61,523 working a employed or actively seeking emplo	young with the median age older totaled 99,783. The l ge residents who are willing	of 27.4 years. In 2004, G abor force participation rat and able to work and are (	Guam's te is 62%, either	

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	Guam's unemployment rate is 4.72%, slightly higher tha is no unemployment insurance requirement. In terms of education, for school year 2005-2006, the U 370 graduates., 83% of whom were awarded an undergr degree. The Guam Community College in 2005 reported (23%) of whom were enrolled in certificate courses, 54% secondary students taking trade courses, and about 6% journeyworker's or adult education programs. Prevailing wage rates and labor laws in Guam are set, ar "Guam Fair Labor Standards Act" which mirror that of U. §101(a(15)(h)ii of 8 U.S.C. 1186). Average Hourly Earnin: December 2	University of Guam reported a total number raduate degree while 17% earned a master d a total of 10,268 enrollees. Twenty-three 6 in continuing education classes, 17% were were in either an apprenticeship, dministered and enforced pursuant to 22 GG S. federal labor laws (pursuant to section gs by Industry	of 's
	Industry	In US\$	
	Agriculture	7.95	
	Construction	13.48	
	Manufacturing	14.54	
	Transportation & Public Utilities	13.49	
	Wholesale Trade	8.98	
	Retail Trade	10.33	
	Finance, Insurance & Real Estate	12.03	
	Services	9.01	
	Government of Guam	17.75	

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	Average H	ourly Earnings by Industry December 2006	
	Industry	In US\$	
	Agriculture	7.95	
	Construction	13.48	
	Manufacturing	14.54	
	Transportation & Public Utilities	13.49	
	Wholesale Trade	8.98	
	Retail Trade	10.33	
	Finance, Insurance & Real Esta	ate 12.03	
	Services	9.01	
	Government of Guam	17.75	
	Contact Information: Guam Department of Labor Monday - Friday 8:00 a.m 5:00 p.m. Mailing: 414 West Soledad Ave., Hagath. Telephone: Directors Office (671) 475-70 Fax: (671) 475-7075 Website: www.guamdol.net Email: Economic Research Center - ec One Stop Career Center - rlg_O Wage & Hour Division - rcq_wat	046/47 onomist_bls@guamdol.net nestop@guamdol.net	
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## Guam Data on BLS Foreign Labor Certification Website



5. Partner and consult on a continuing basis with workforce investment boards:

Guam has one Workforce Investment Board. Various members individually request and receive information and reports primarily by e-mail as requested. The board is periodically provided reports and statistical information separately or as part of other information to support various activities. A specific annual presentation to the Board is conducted to provide an update on the information available, information systems enhancements and the economy. The milestones have been accomplished as planned. The agency director meets with the Workforce Investment Board regularily.

6. Conduct special studies and economic analyses.

Two major important special studies and economic analyses were produced this year. One special study on the Tourism industry under contract with the Guam Visitors Bureau was produced. A comprehensive report on federal expenditure trends was produced by the Department of Labor, Bureau of Labor Statistics. The Bureau of Labor statistics also produces time-series statistical tables on building permits and federal construction projects to produce leading information for future construction industry employment.