Annual Performance Report Workforce Information Program Year 2005 Guam Annual Performance Report Workforce Information Program Year 2005 Guam

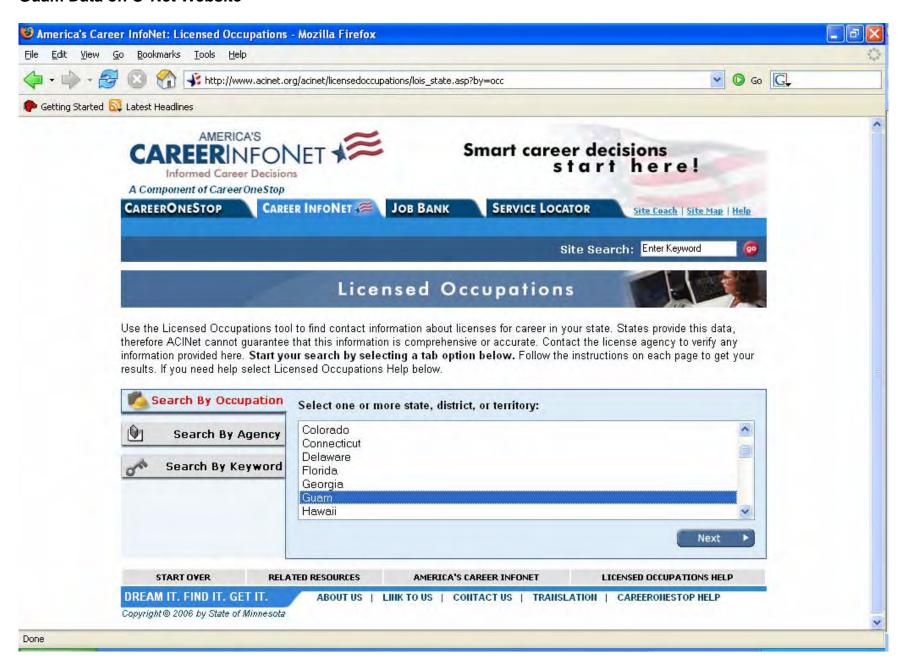
This report describes the work activities and accomplishments during the July 2005 to June 2006 program year as required by the Training and Employment Guidance Letter (TEGL) No. 33-04. This report outlines the progress in each of the following core products and services. The grant's expenditures are tracked by object category such as personnel, travel, supplies, equipment, etc. consistent with the government's accounting system. Although all costs are recorded and documented, the accounting system does not have a job costing feature which would allocate costs by core product and service category. During Program Year 2005, use of the remaining PY 2004 funds were completed. The financial reports are submitted online to the Employment & Training Administration.

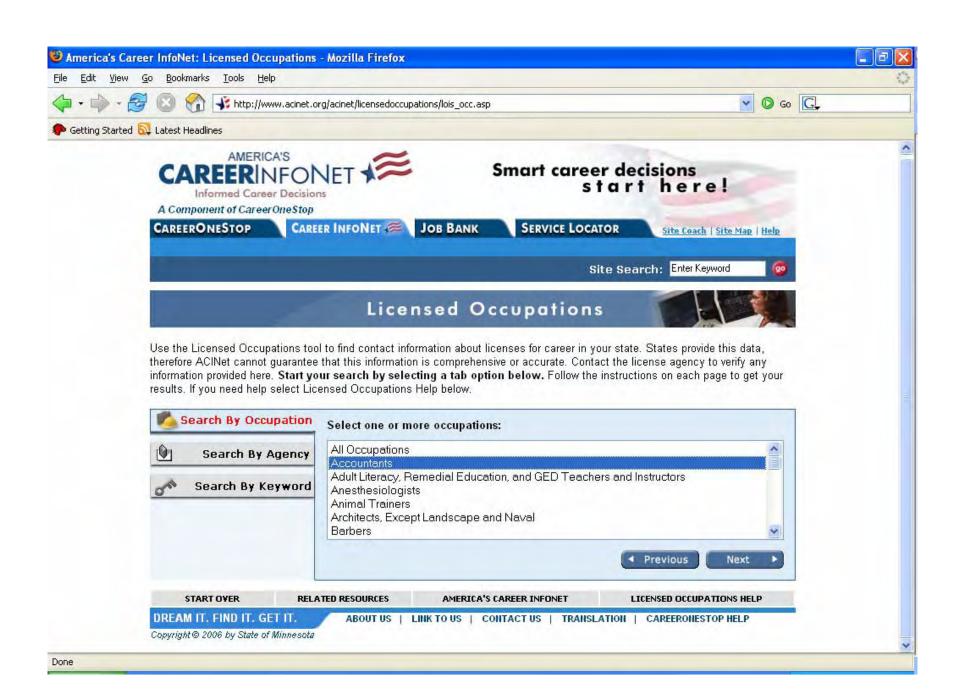
A. Core Products and Services

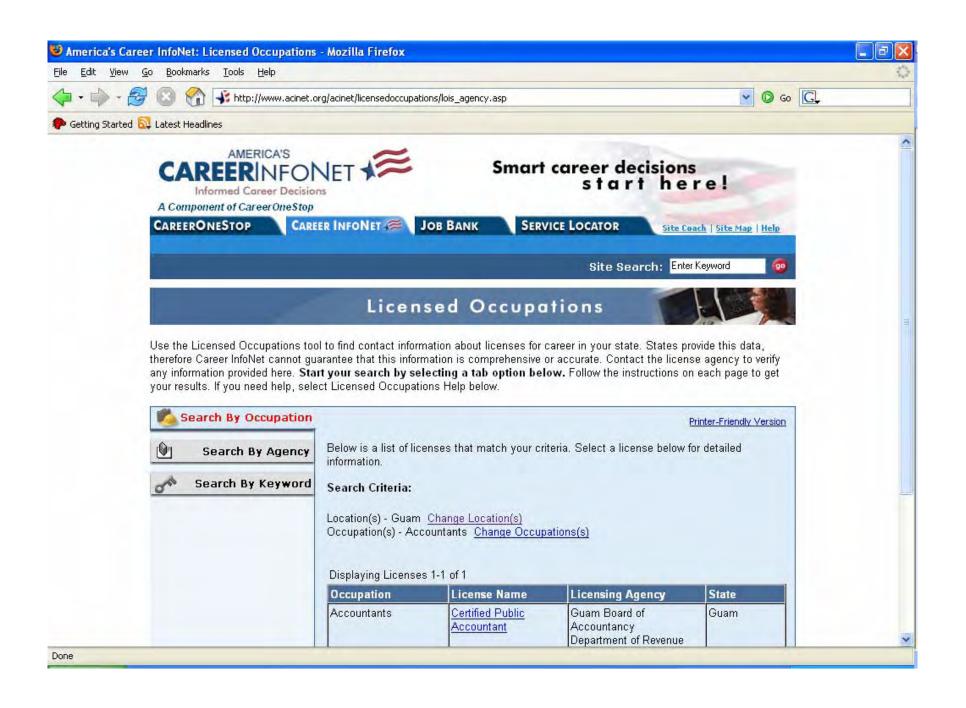
1. Continue to populate the ALMIS Database with State Data:

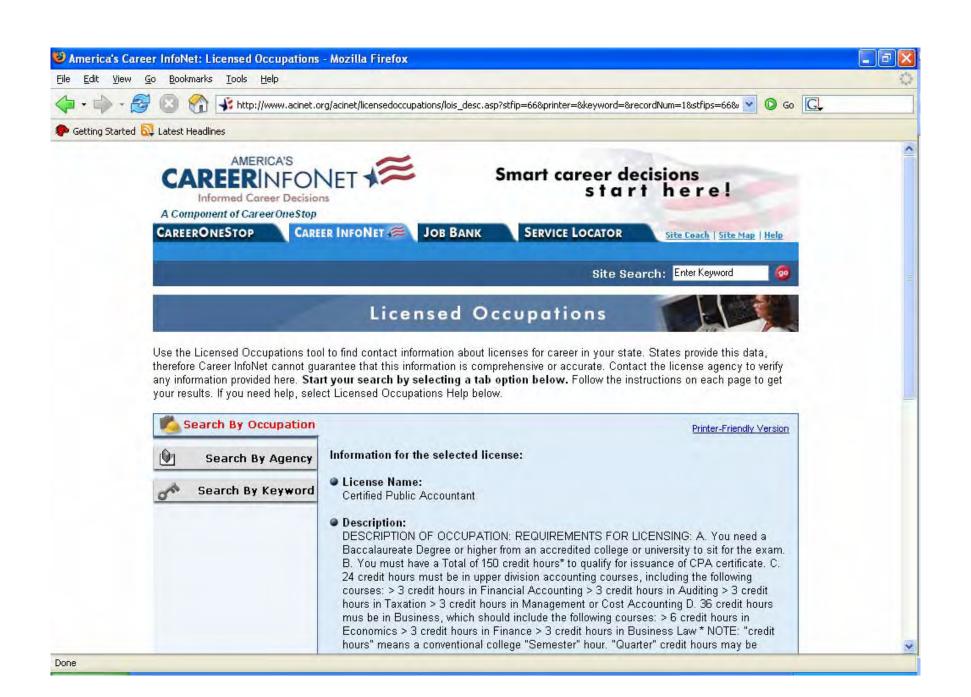
Staff continued to populate and maintain America's Labor Market Information (ALMIS) core and other ALMIS database tables beyond the core requirements. Due to the loss of staff formerly working on the ALMIS database tables, state to state staff technical assistance was requested from the closest area with ALMIS staff, Hawaii, in coordination with ETA program representatives and state Labor Market Information Directors. The objective was to work with seasoned HI ALMIS database staff to train Guam's new staff and proceed to populate the databases. This effort was very successful and has resulted in the local ability to populate and maintain the databases. The 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 system. In addition to licensing information, other occupational information for Guam including the highest paying jobs by occupation is included and accessible through this site.

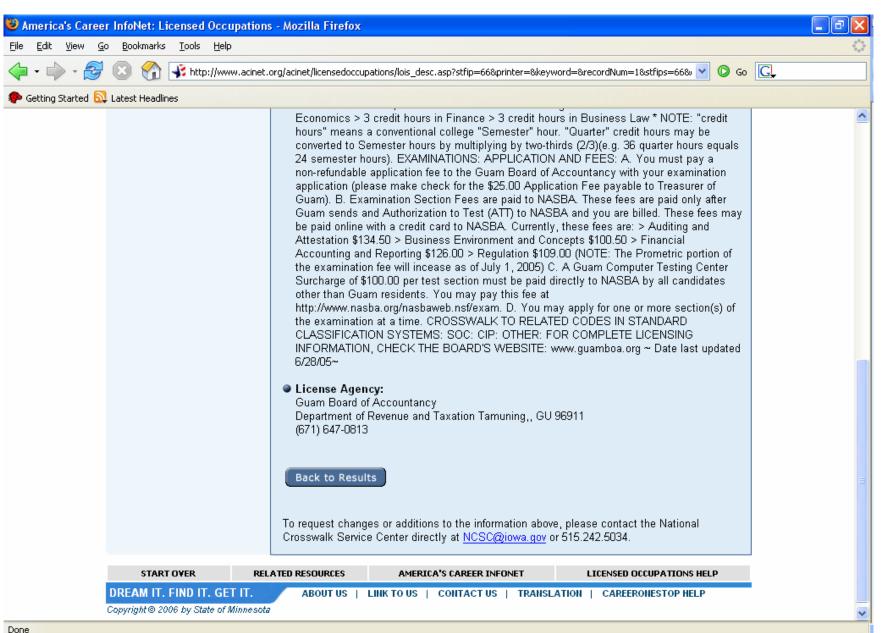
Guam Data on O*Net Website

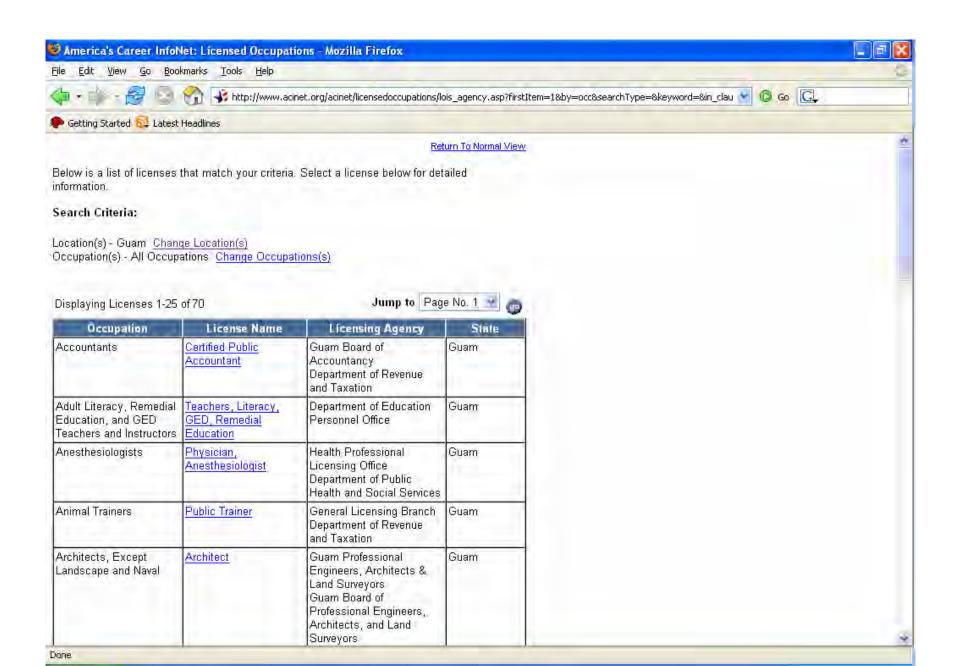


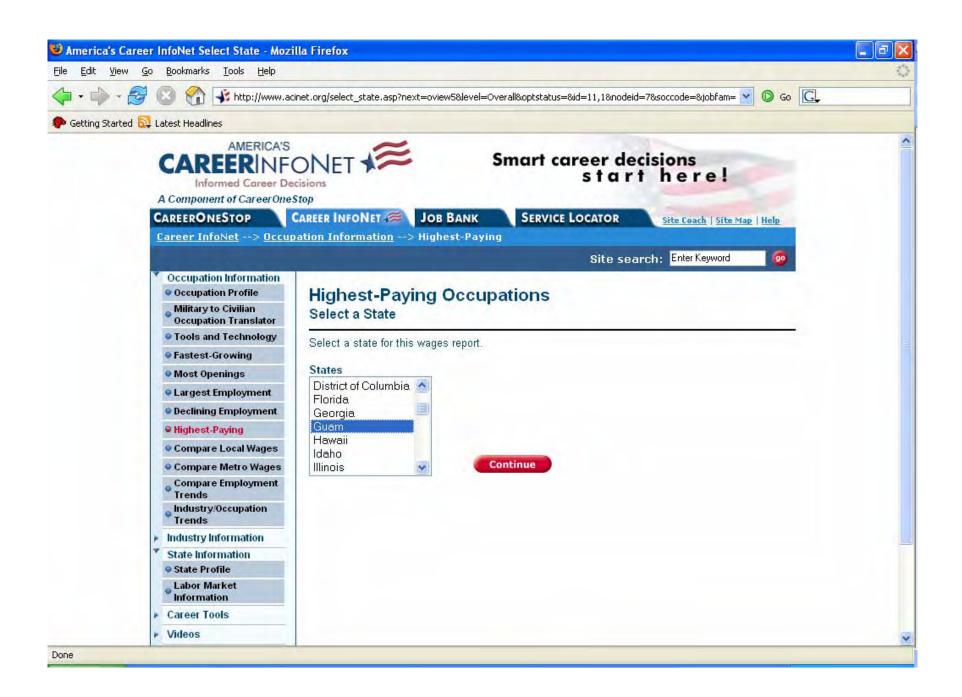


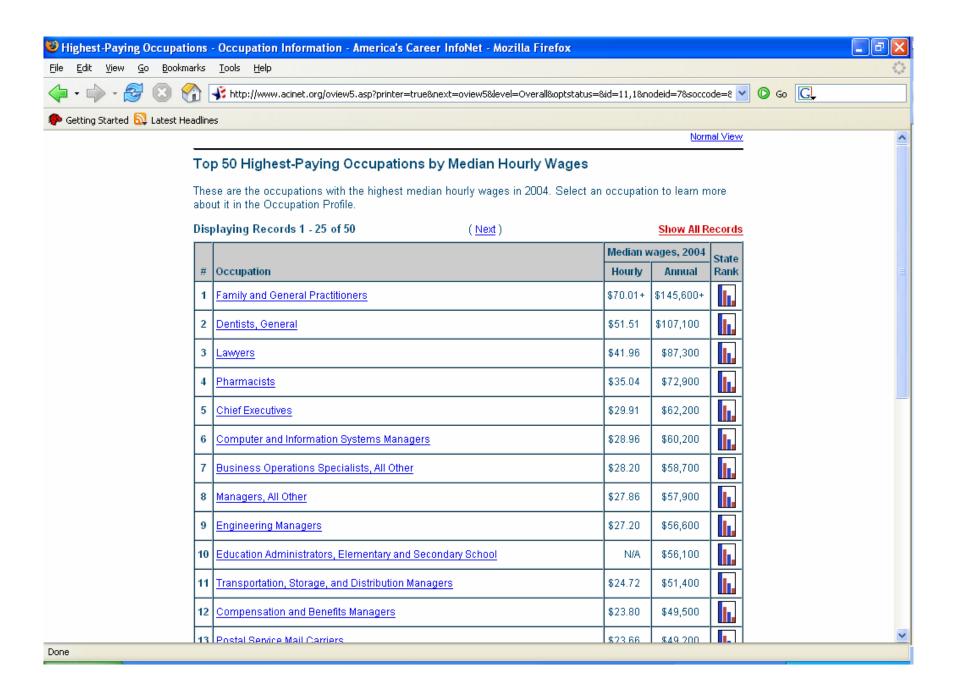






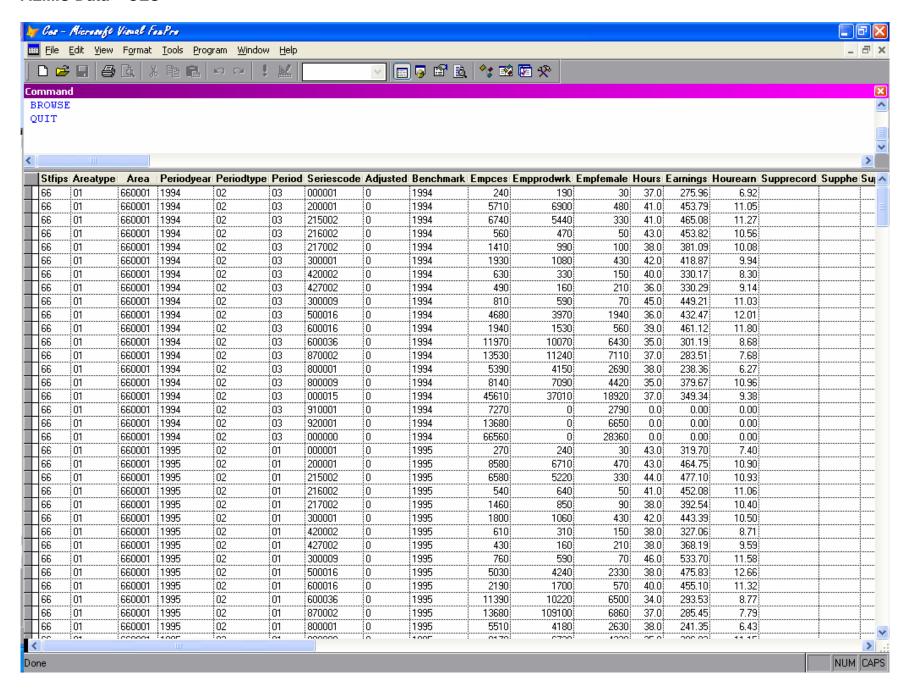




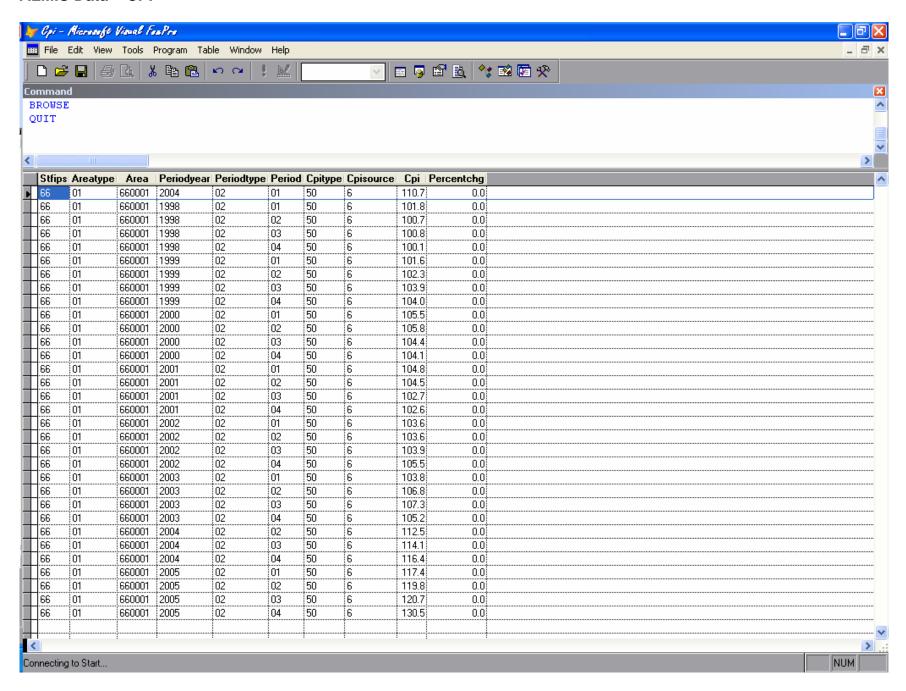


Now that Guam has populated ALMIS databases, they are accessible online where there is a national system to display them as noted above. However, for most of the databases, there is no national system for access and display. As the reader can see from the slides of a few of our populated database tables,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

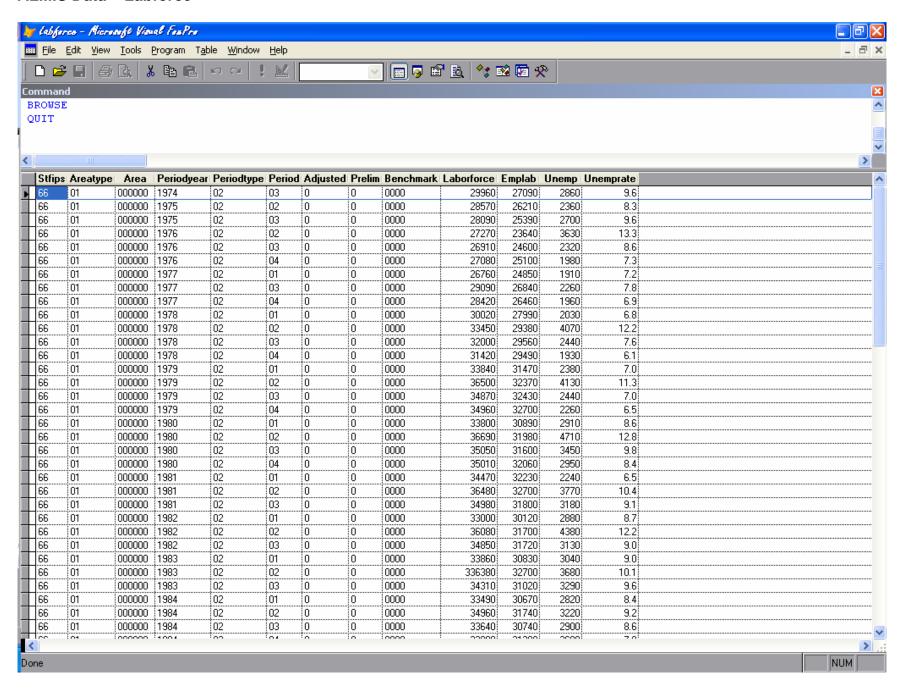
ALMIS Data - CES



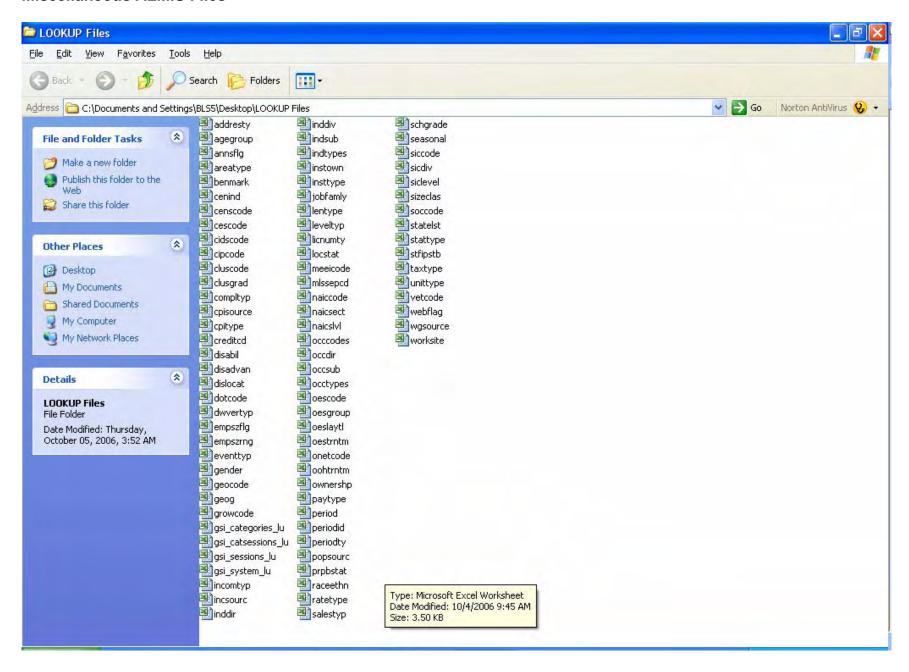
ALMIS Data - CPI



ALMIS Data - Labforce

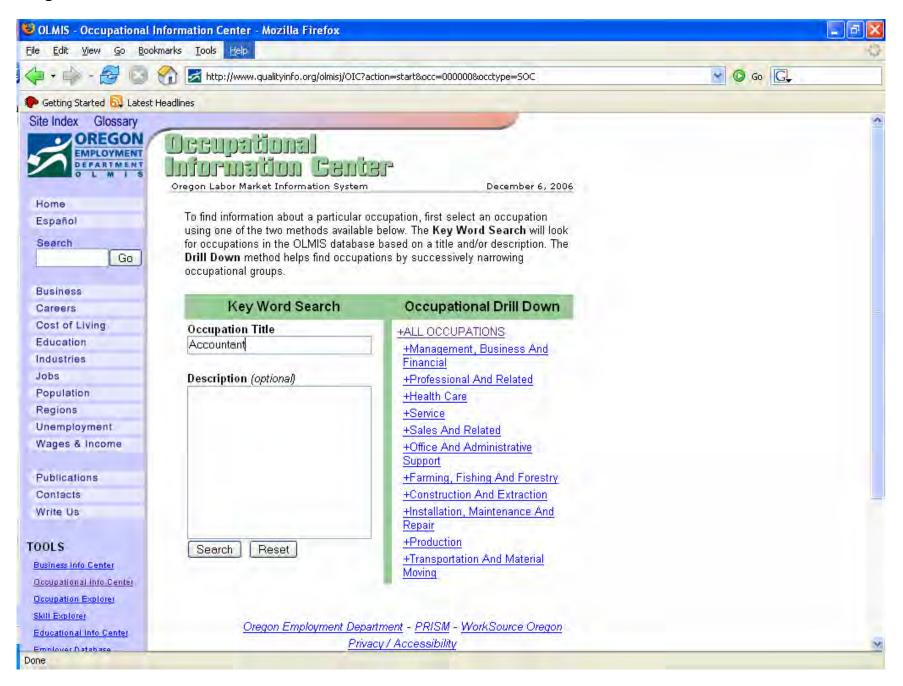


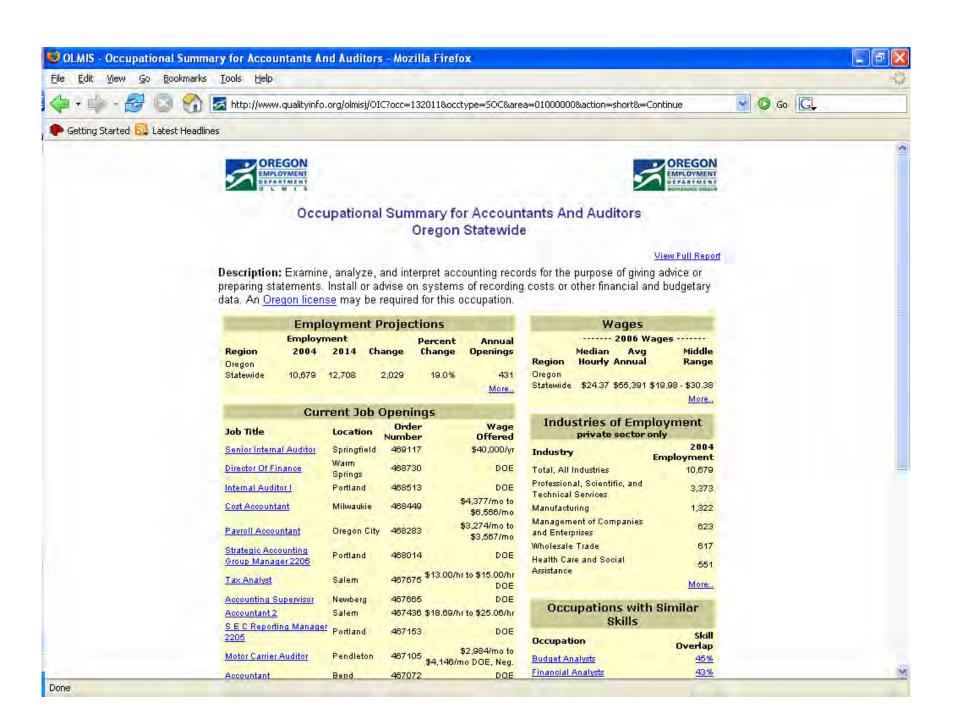
Miscellaneous ALMIS Files

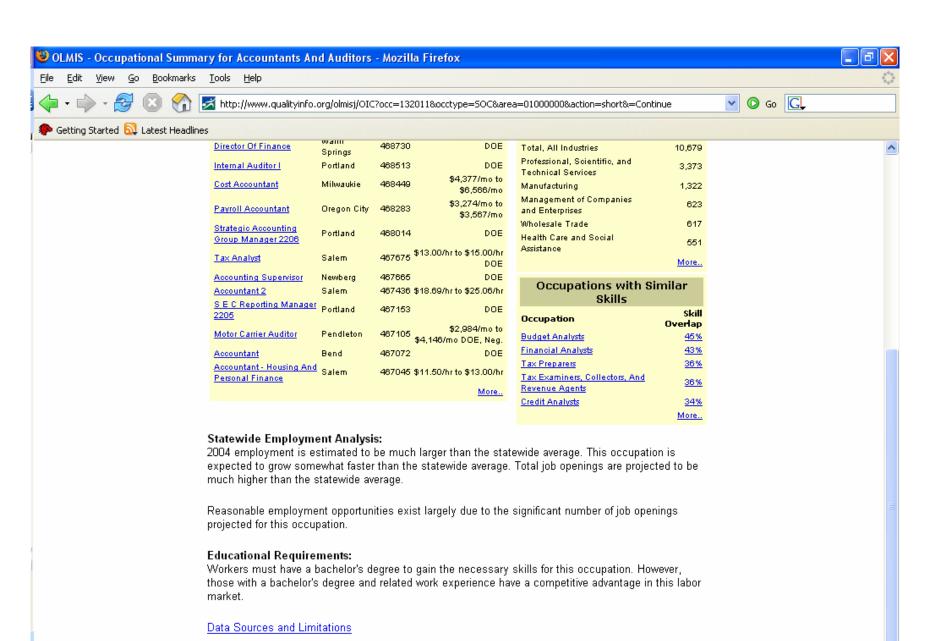


States, therefore, have either developed or contracted private vendors to provide search, access and display capabilities to make the user hostile database format accessible. Guam has reviewed the private vendor arrangements and found them to expensive relative to the grant funding. Alternatively, the 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.

Oregon OLMIS Website





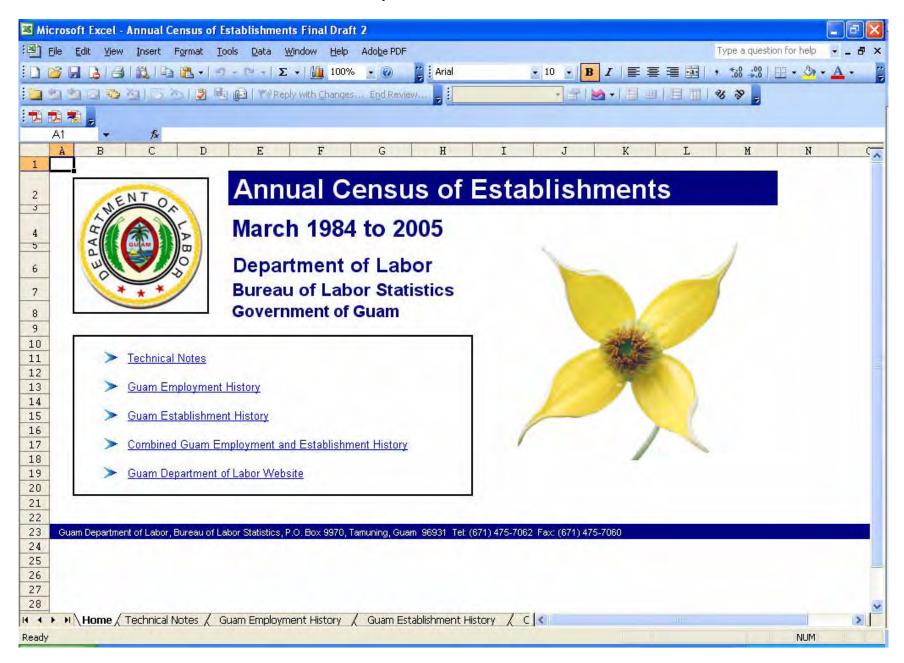


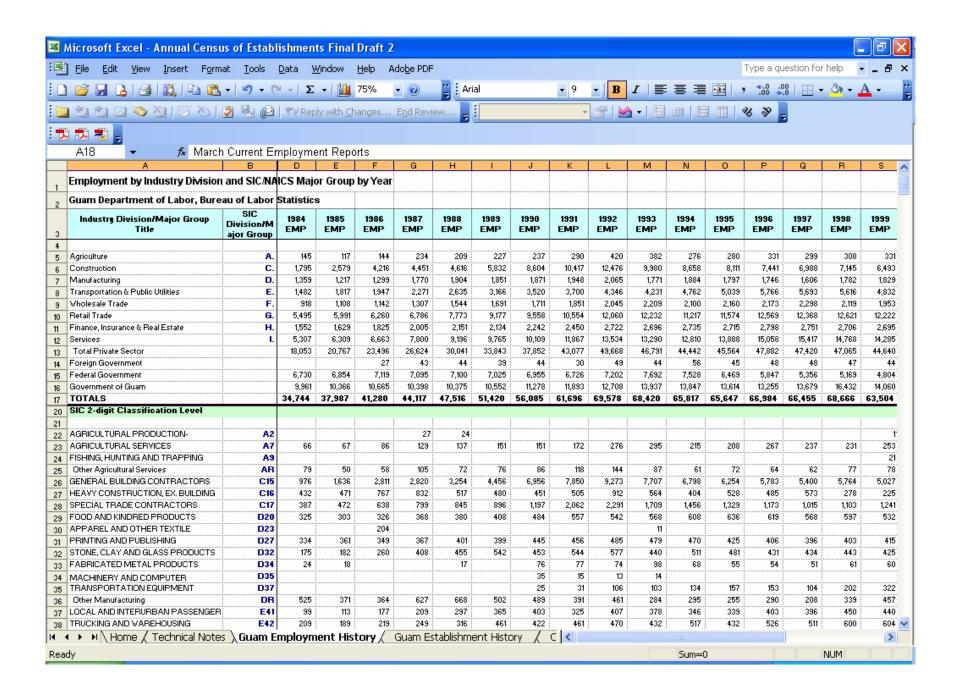
The first four of five milestones in this section have been completely accomplished as planned. The fifth is completion of the population of all ALMIS database tables where data is available is substantially done with some tables remaining.

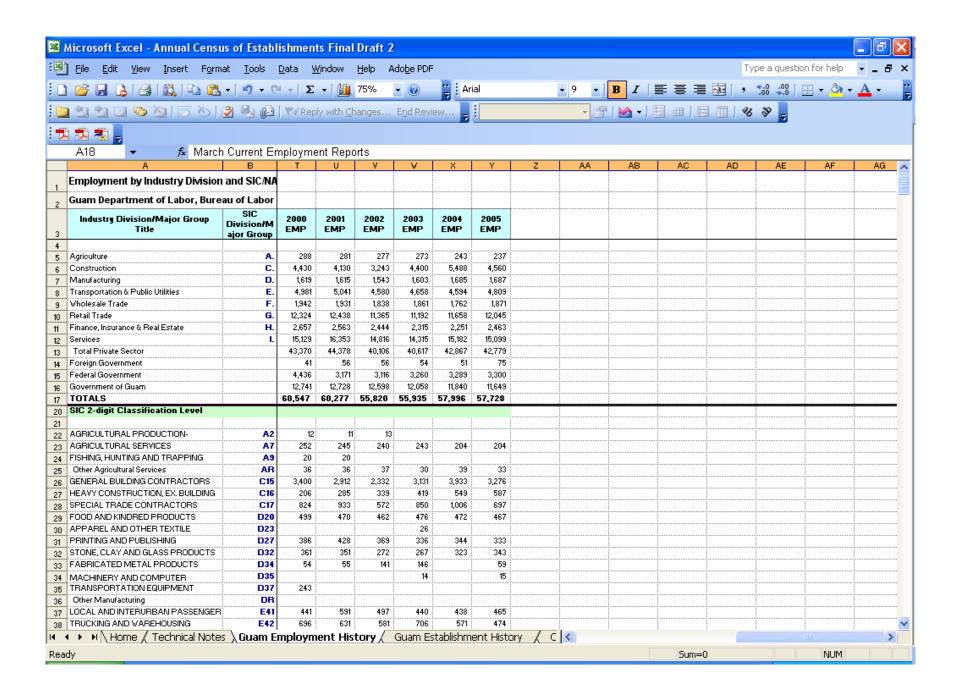
2. Produce and disseminate Industry and Occupational Employment Projections

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 Annual Census of Establishments Data Spreadsheet

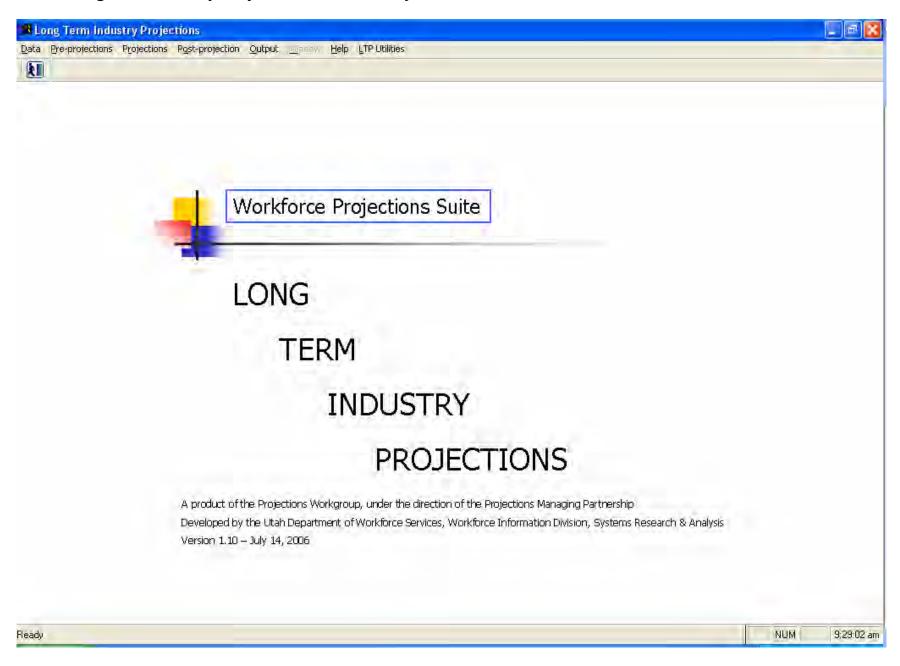


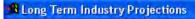




The time-series data is in the process of conversion to the NAICS format to produce NAICS based industry formats. There are substantial developments expected on Guam in the future associated with plans to relocate approximately 8,000 Marines from Okinawa and equal number of dependents to Guam. This and 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.

Guam Long Term Industry Projections – Preliminary Data

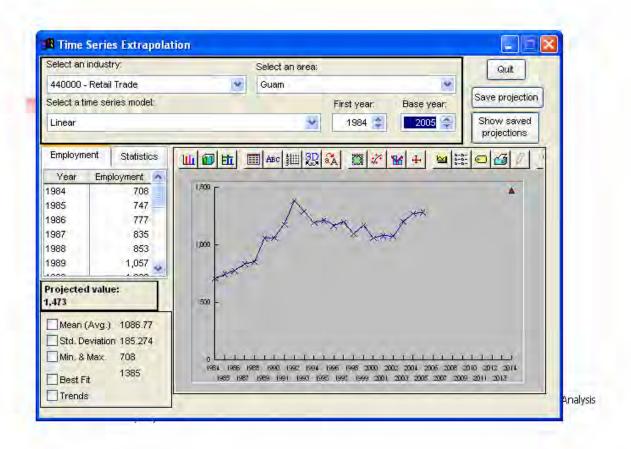






<u>Data Pre-projections Projections Post-projection Output Window Help LTP Utilities</u>





Time Series Extrapolation NUM 9:31:24 am

Delays were encountered in the hiring of new professional staff to produce such projections until nearly the end of the program year. The recruitment and hiring process has been successfully completed and now the Guam Bureau of Labor Statistics has staff specifically hired for and primarily devoted to both maintaining the ALMIS databases and the employment projections systems. The milestones regarding obtaining the software from the consortium and capacity building have been met as well. While substantial work on the industry forecasts has been completed, the delay in recruitment of the projections staffing has delayed the completion of the forecasts. Other important statistical initiatives and priorities this year have also competed for the staff time to accomplish such projections.

3. Provide occupational and career information products for public use.

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.

4. Ensure that the workforce information and support required by state and local Workforce Investment Boards are provided.

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.

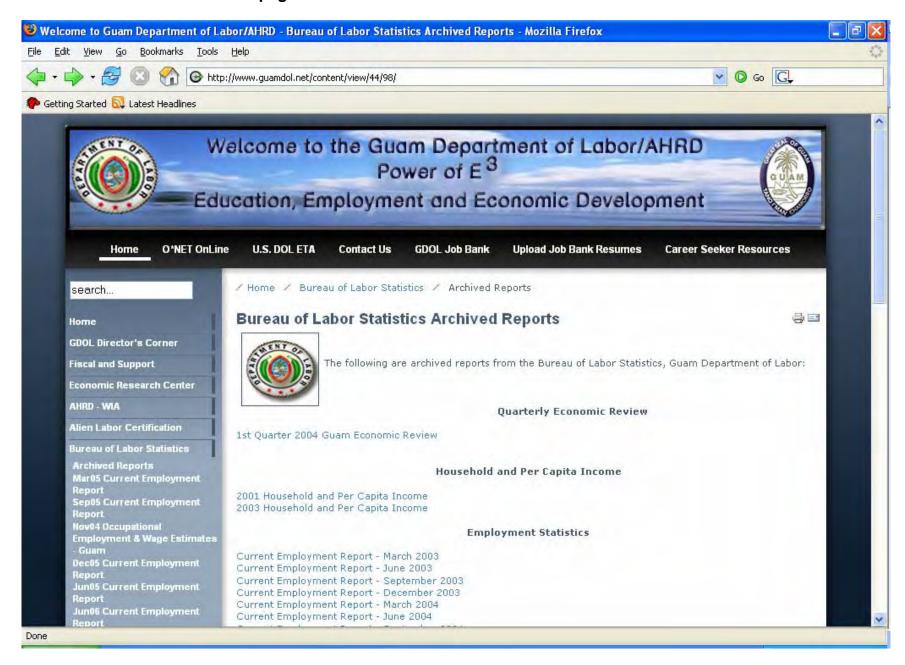
5. Maintain and enhance the state workforce information delivery system:

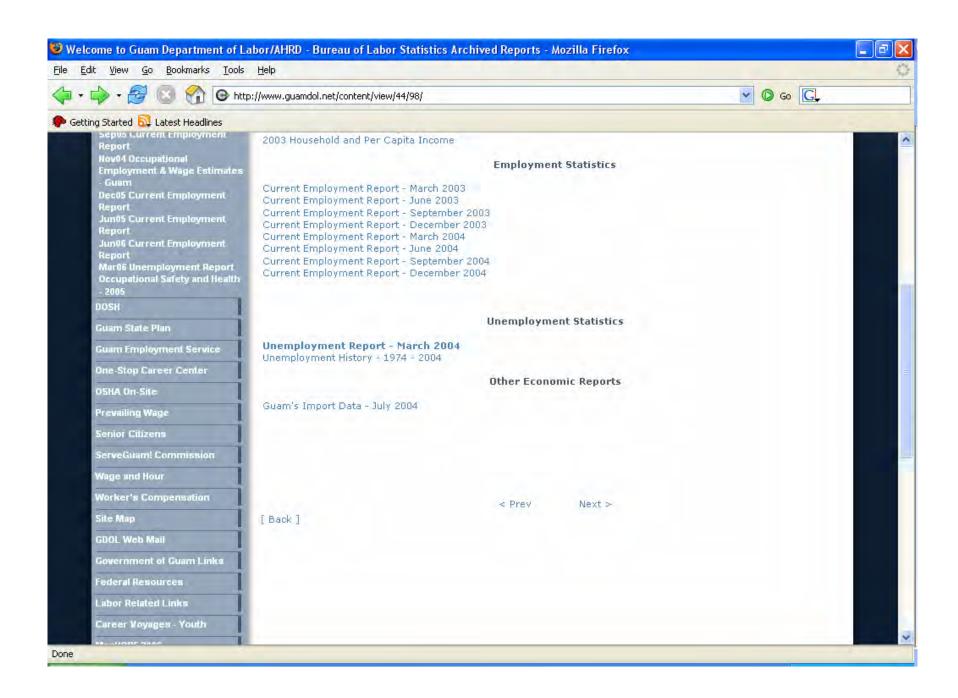
This program year the Guam Department of Labor re-established its web-site which had not been maintained for several years. The new site www.guamdol.net is updated with the Bureau of Labor Statistics reports in the PDF format when they are published.

Department of Labor Website



Bureau of Labor Statistics Webpage





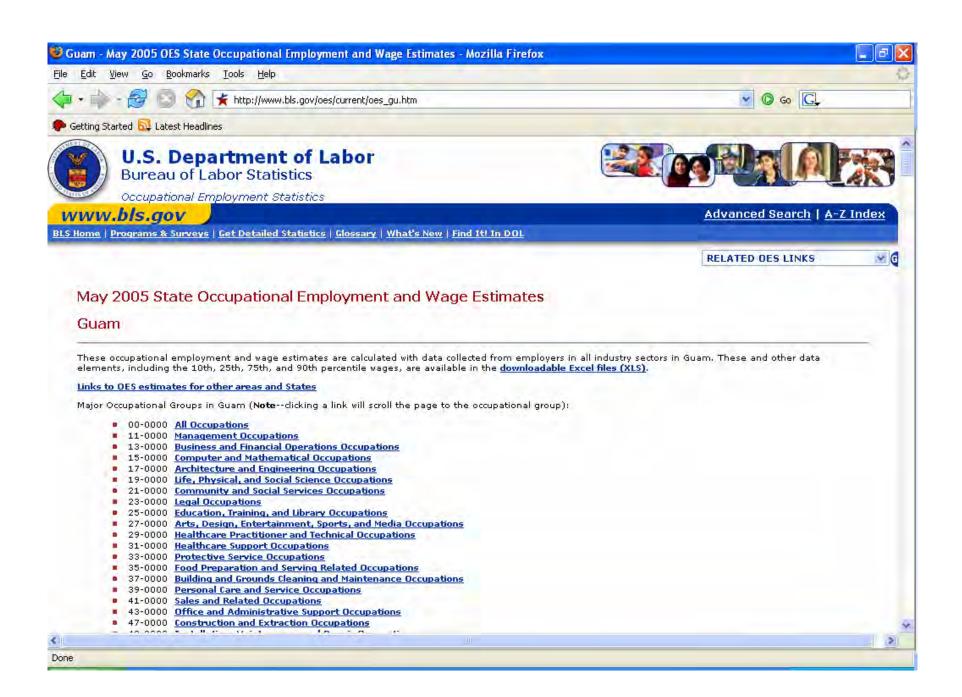
Occupational Safety and Health Administration Reports Webpage

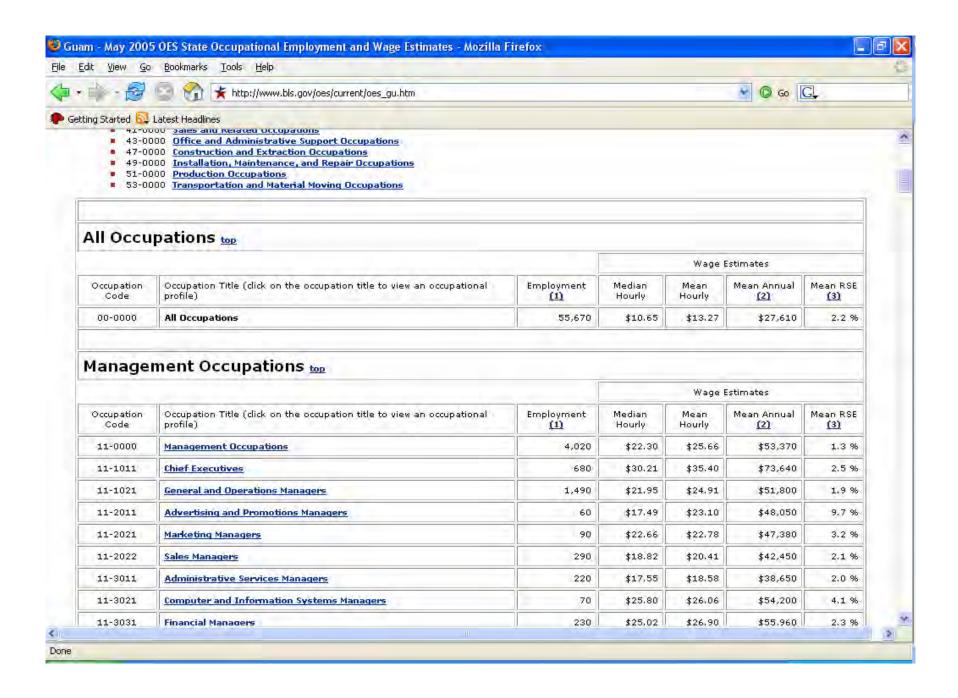


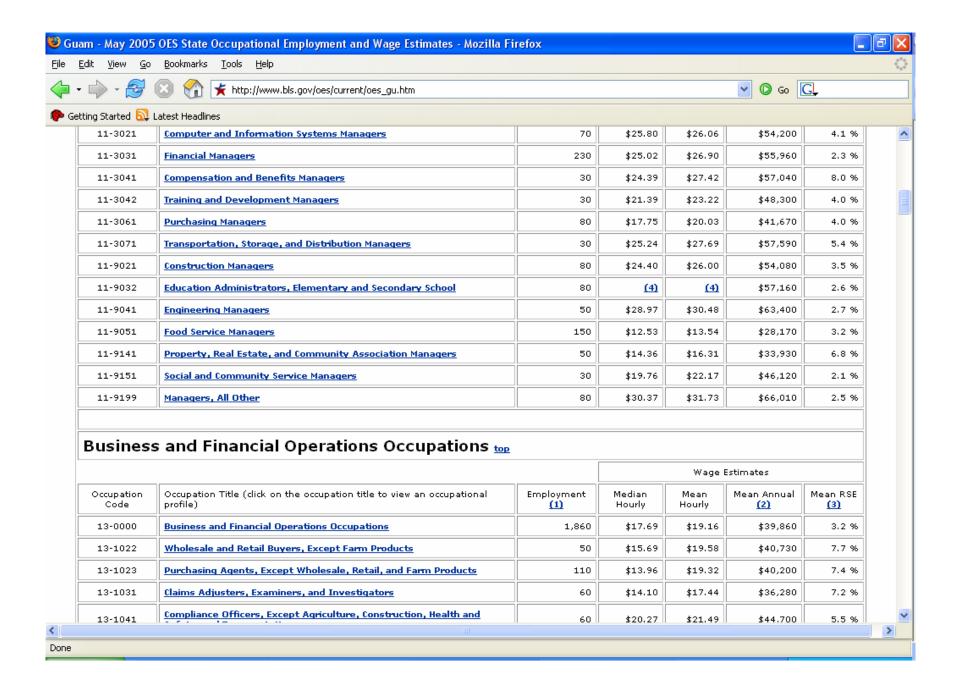
The Bureau also coordinates with and provides reports which are displayed on the Guam Economic Development and Commerce Authority's website at www.investguam.net under the Economic Statistics section. We provide Guam data on U.S. Department of Labor, U.S. Department of Commerce, America's CareerInfoNet and Department of Interior websites which provide data for states and territories including Guam as part of their respective statistical programs.

Guam Occupational Employment and Wage Estimates

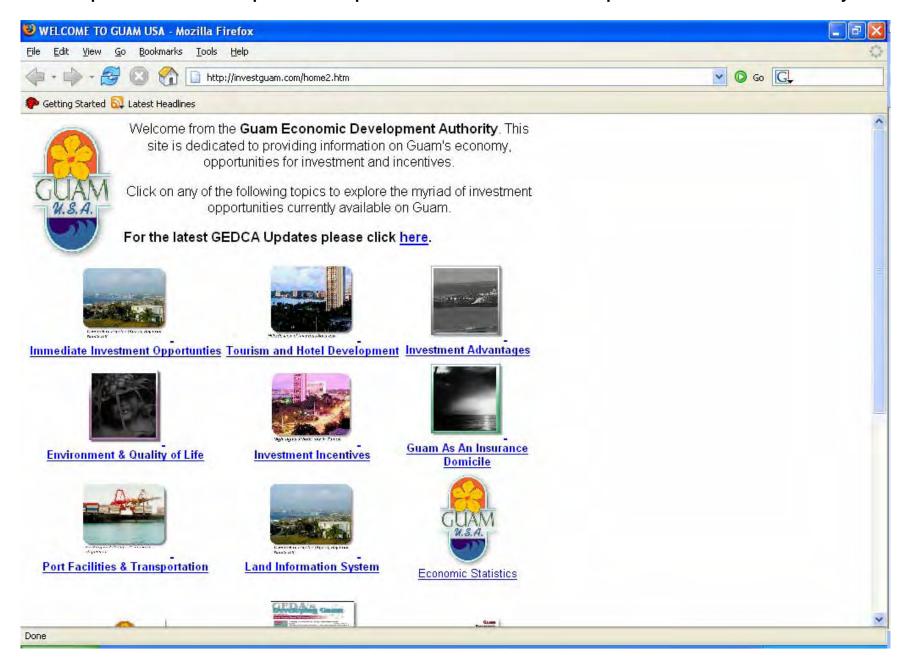








Guam Department of Labor Reports CES Reports on Guam Economic Development and Commerce Authority Website





- · 2000 Population and Housing Profile
- Federal Expenditures 1993 2003

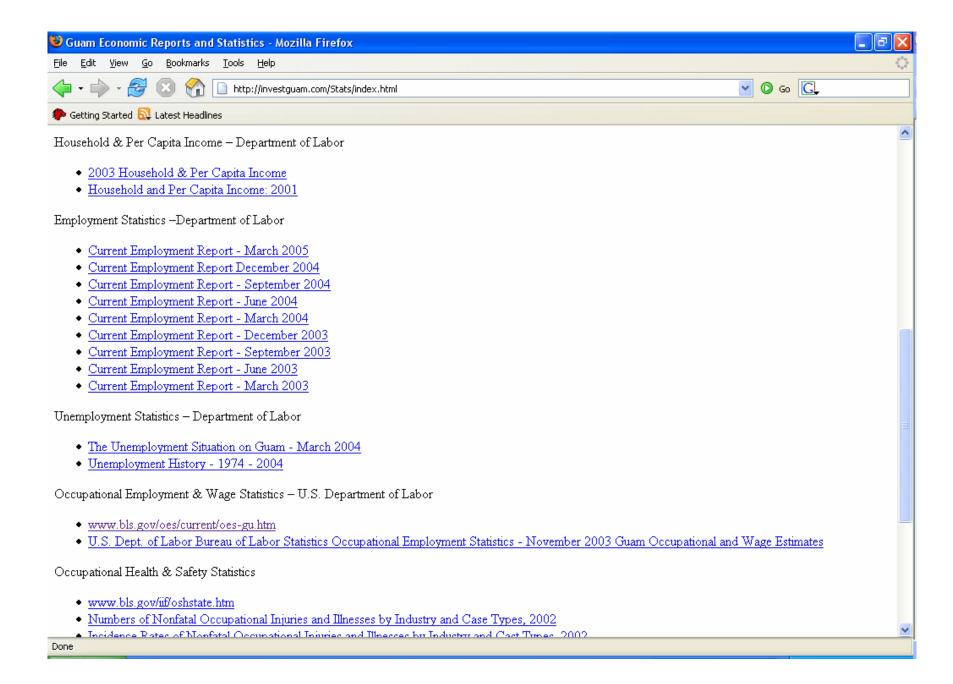
GUAM DEPARTMENT OF LABOR REPORTS

Quarterly Economic Review - Department of Labor, Economic Research Center

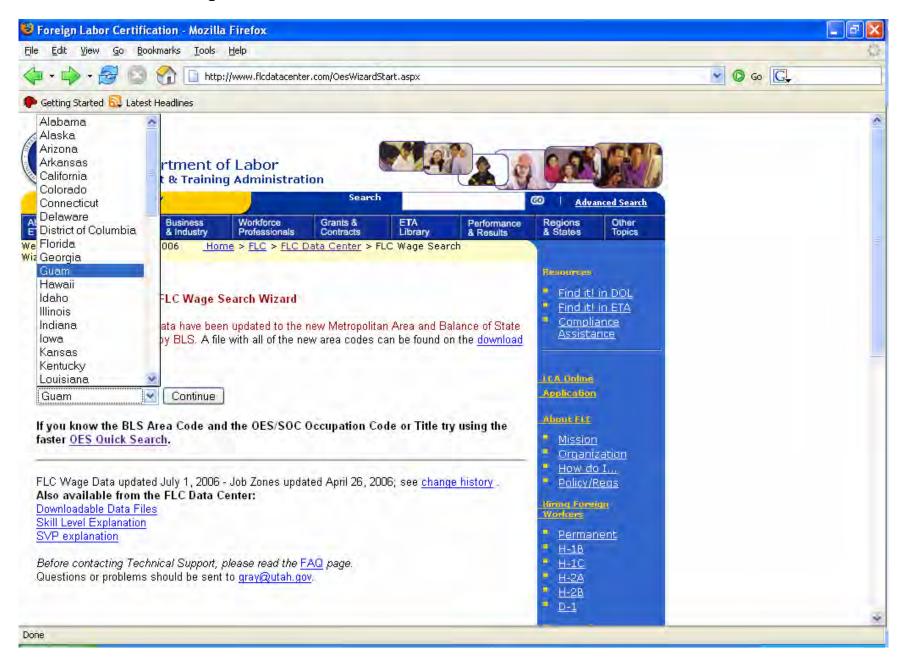
• Quarterly Report, January - March 2004

Household & Per Capita Income - Department of Labor

Done



Guam Data on BLS Foreign Labor Certification Website



As noted earlier, work is underway on the implementation of a user friendly occupational and training information system with software and technical assistance from the state of Oregon. The Guam site experiences thousands of hits monthly although it does not currently separately track hits to statistical information. There was a need to upgrade in-house publication capabilities to make reports and publications available when completed and as needed. While the delay in hiring new staff has temporarily postponed the production of forecasts, the lapsed personnel funding during this time period has permitted the acquisition of new computer and Xerox printing hardware and software. This represents a substantial investment in the upgrade or information production and delivery system software and hardware.

6. Support State workforce information training activities:

Training activities during the program year included both activities to train Guam Bureau of Labor Statistics staff as well as provide information and training to Workforce Information Users. While other staff and statistical training was obtained, those listed below are limited to training activities carried out under this program.

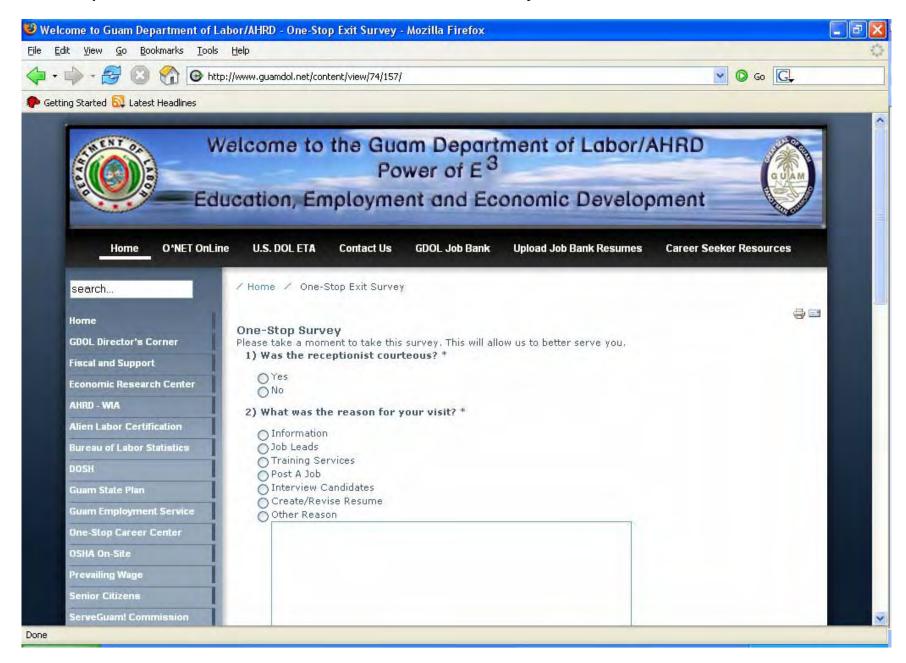
Staff training included state-to-state technical training in the State of Hawaii on the ALMIS databases as well as on the projections software and the Estimates Delivery System (EDS) which provides the ability to generate additional occupational information tables as needed. Staff attended the ALMIS data base conference in San Diego and the EDS system in Boise, Idaho under this funding.

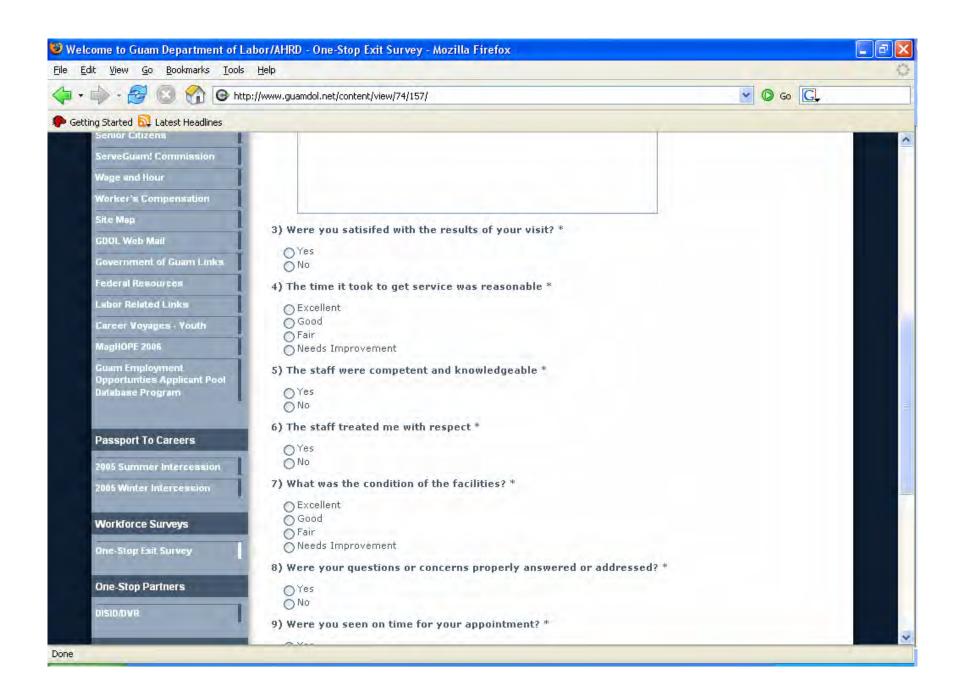
Information about the Workforce Information system was provided to the Public in two separate Guam Workforce conferences in which U.S. Department of Labor Employment and Training Administration program representatives participated. The second one included a well attended session specifically devoted to Guam statistical and workforce information and delivery systems. One information session was provided to the Workforce Information Board to provide an update on the systems and information available on Guam.

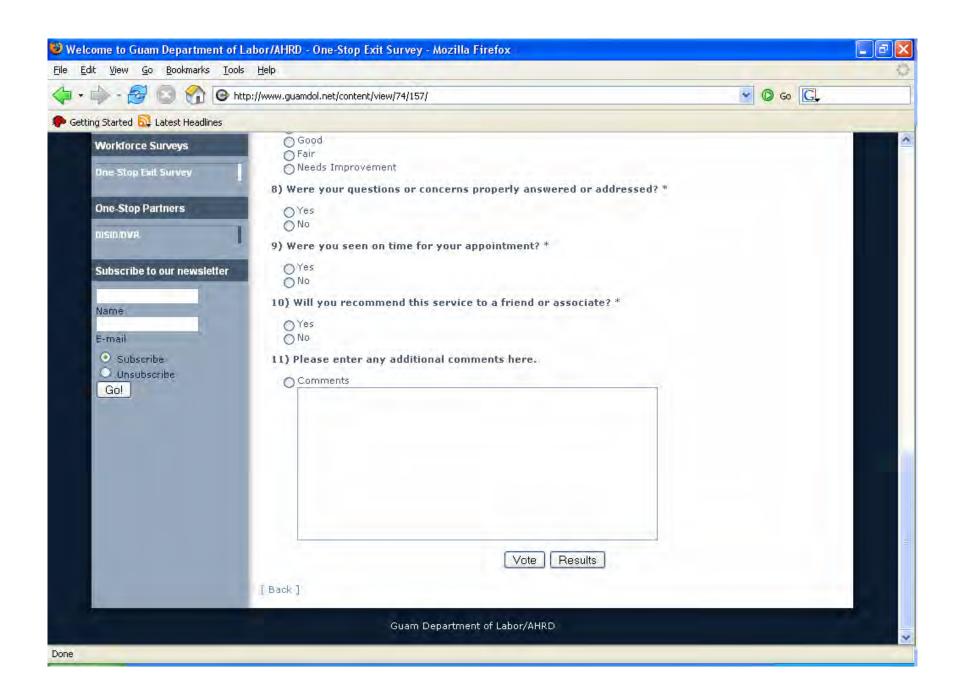
CUSTOMER SATISFACTION ASSESSMENT

The Guam Department of Labor has implemented a number of systems to solicit and receive customer feedback on our products and services. These include informal comments and feed back through phone, e-mail, meetings and other communications including media and editorial comments. They include formal survey forms available in our office publication rack and distributed at training seminars, WIB meetings, etc. The Guam DOL website also includes a form for feedback and customer inquiry.

Guam Department of Labor Web-Based Customer Feedback Survey







While the number of formal comment forms received from seminars has been relatively few they have been generally very positive. The commenters were surprised to learn that Guam has such a variety of information available both in print and online. The comments included the need to make more information on-line and on a timelier basis. Some of the feedback from other sources has been mixed. Some information requesters were impressed to receive prompt personal attention and assistance which may be less available in a large state or organization. Other response such as reports and media has been sometimes quite negative. The comments indicated the dissatisfaction with the lack of information available, as well as the timeliness and confidence in the information from some programs. Some are associated with continuing staffing and funding reductions in the local government. Some of the criticism has to do with the lack of information that is available at the national level or in other states that such information programs are not funded or operated on Guam due to its territorial status and small size which would make it infeasible or not cost effective and such limitations are beyond our control. While some of our systems have improved, customer expectations have also risen dramatically with wide-spread use of personal computers and the internet. This workforce information funding is a key component in the support for providing the delivery systems to produce and make information more accessible and addressing some of these concerns although it cannot address all of them.